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Financing of the United Nations Peacekeeping Force in Cyprus

Budget for the United Nations Peacekeeping Force in Cyprus for the period from 1 July 2009 to 30 June 2010

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Peacekeeping Force in Cyprus (UNFICYP) for the period from 1 July 2009 to 30 June 2010, which amounts to $57,480,500, inclusive of budgeted voluntary contributions in kind in the amount of $1,484,300.

The budget provides for the deployment of 860 military contingent personnel, 69 United Nations police officers, 41 international staff and 116 national staff.

The total resource requirements for UNFICYP for the financial period have been linked to the objective of the Force through a number of results-based budgeting frameworks, organized according to components (political and civil affairs, military, United Nations police and support). The human resources of the Force in terms of the number of personnel have been attributed to the individual components, with the exception of the Force executive direction and management, which can be attributed to the Force as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Force.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2007/08)*	*Apportionment (2008/09)*	*Cost estimates (2009/10)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	21 483.0	24 227.9	24 560.9	333.0	1.4
Civilian personnel	14 646.6	14 564.1	14 832.9	268.8	1.8
Operational costs	14 102.4	16 059.1	16 602.4	543.3	3.4
Gross requirements	**50 232.0**	**54 851.1**	**55 996.2**	**1 145.1**	**2.1**
Staff assessment income	2 358.6	2 305.2	2 331.1	25.9	1.1
Net requirements	**47 873.4**	**52 545.9**	**53 665.1**	**1 119.2**	**2.1**
Voluntary contributions in kind (budgeted)	1 504.3	1 545.6	1 484.3	(61.3)	(4.0)
Total requirements	**51 736.3**	**56 396.7**	**57 480.5**	**1 083.8**	**1.9**

Human resources[a]

	Military contingents	*United Nations police*	*International staff*	*National staff*[b]	*Total*
Executive direction and management					
Approved 2008/09	—	—	3	—	3
Proposed 2009/10	—	—	2	—	2
Components					
Political and civil affairs					
Approved 2008/09	—	7	11	9	27
Proposed 2009/10	—	7	11	12	30
Military					
Approved 2008/09	834	—	2	3	839
Proposed 2009/10	834	—	2	2	838
United Nations police					
Approved 2008/09	—	62	1	1	64
Proposed 2009/10	—	62	1	1	64
Support					
Approved 2008/09	26	—	23	100	149
Proposed 2009/10	26	—	25	101	152
Total					
Approved 2008/09	860	69	40	113	1 082
Proposed 2009/10	860	69	41	116	1 086
Net change	—	—	1	3	4

[a] Represents highest level of authorized/proposed strength.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Peacekeeping Force in Cyprus (UNFICYP) was established by the Security Council in its resolution 186 (1964). The most recent extension of the mandate, until 15 June 2009, was authorized by the Council in its resolution 1847 (2008).

2. The Force is mandated to help the Security Council achieve an overall objective, namely, to ensure peace and security in Cyprus and the return to normal conditions.

3. Within this overall objective, UNFICYP will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below, which are organized according to components (political and civil affairs, military, United Nations police and support).

4. The expected accomplishments would lead to the fulfilment of the Security Council objective within the lifetime of the Force and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNFICYP, in terms of the number of personnel have been attributed to the individual components, with the exception of the executive direction and management of the Force, which can be attributed to the Force as a whole. Variances in the number of personnel, compared to the 2008/09 budget, including reclassifications, have been explained under the respective components.

5. The headquarters for the Force and sector 2 are located in the capital city of Nicosia, where the Office of the Special Representative of the Secretary-General and Chief of Mission is also located, with sectors 1 and 4 headquarters based in Skouriotissa and Famagusta, respectively. The Force provides administrative, logistical and technical support to its substantive, military and United Nations police personnel deployed in its main sector headquarters as well as to military personnel in 11 patrol bases and 9 permanent observation posts.

B. Planning assumptions and mission support initiatives

6. The activities of UNFICYP will continue to focus on creating conditions conducive to the renewed political negotiations and to provide substantive and logistical support to the Secretary-General's good offices in its efforts to support the peace talks. UNFICYP will continue to facilitate the resolution of conflicts in various fields between the two communities, promote the increase of mutual dialogue and cooperation through bicommunal activities, and support the opening of additional crossing points and other confidence-building measures, such as demining and military de-confrontation. While UNFICYP will strive to achieve progress towards normal living conditions in the buffer zone, it will continue to take effective measures against unauthorized use of this area, and continue to provide humanitarian assistance to members of both communities. UNFICYP will assist the Special Representative of the Secretary-General/Chief of Mission, as the principal adviser and deputy to the Special Adviser of the Secretary-General on Cyprus, in his

efforts to support the Cyprus peace talks, focusing on the full-fledged negotiations between the Greek Cypriot and Turkish Cypriot leaders.

7. In addition, UNFICYP will provide substantive and logistical support to the Special Adviser of the Secretary-General, including the facilitation of meetings of Technical Committees and Working Groups, which will continue to hold bicommunal discussions on matters of common concern and core issues that affect both communities. To this end, UNFICYP will continue to assign political, civil affairs and public information staff to act as facilitators and provide substantive assistance.

8. The support component will continue to provide the necessary logistic, administrative, security and technical support required by the Force for the implementation of its mandate. During the 2009/10 period, the rotation of military contingents will, to the extent feasible, be conducted through the use of regular commercial flights, which, based on recent experience, have proven to be more cost-effective than charter flights.

9. Based on a recent review of existing locations, UNFICYP has identified two areas which warrant the installation of hard-wired alarm systems during the 2009/10 period. With regard to four dormitories located in Camp General Stefanik, wherein each of the four buildings accommodates numerous individual sleeping quarters that share common escape routes, it is considered essential to increase the level of fire protection for each dormitory and along all common escape routes. In addition, owing to the close proximity of two prefabricated buildings in which two observation posts are located, an increased risk of the rapid spread of fire between the two buildings also warrants the requirement for a combined hard-wired alarm system. Moreover, the logistic warehouses in the United Nations Protected Area contain a large quantity of expensive, expendable and non-expendable equipment for which reliance is based on automated fire alarm systems and subsequent manual first response, typically with hand-held fire extinguishing equipment. In order to mitigate material damage and loss from fire risk, the Force will undertake the installation of automated fire suppression systems. Lastly, the relocation of one observation post from its current location on the fifth floor to the first floor of the same building, is planned for fire safety reasons.

10. During the 2009/10 period, the construction of a new dry rations facility is planned as a replacement for the existing facility, which is located in a building that has been gradually deteriorating and for which hygienic issues have been identified.

11. Under ground transportation, the proposed 2009/10 budget includes provisions for the acquisition of a road grader and a front-end loader as replacements for old and technically obsolete equipment. In addition, it is proposed to reduce the number of rented vehicles during the 2009/10 period, taking into account the projected transfer of 20 4x4 vehicles and 10 mini-buses from the United Nations Mission in Nepal (UNMIN), which will result in the reduction of the provision for the rental vehicles by approximately $318,500 over the 2008/09 period.

12. The proposed budget for the 2009/10 period reflects an increase of 2.1 per cent compared with the 2008/09 period and is attributable primarily to: (a) additional requirements under international staff resulting from the proposed establishment of two international posts to strengthen the capacity of the Force in the areas of civil affairs and budgetary support; (b) additional requirements for military contingents, owing to the increase in the average unit cost of rations from $6.469 in the 2008/09 period to $10.155 in the 2009/10 period; (c) additional requirements under ground

transportation for the acquisition of two specialized engineering vehicles as replacements for old and technologically obsolete vehicles; (d) additional requirements under facilities and infrastructure, owing to the construction of a new dry rations facility, the acquisition of additional generators and increased costs of maintenance supplies; and (e) additional requirements for official travel, resulting from an increased number of conferences and workshops and from increases in the cost of commercial air travel. The increase is offset in part by reduced requirements for national staff, owing to a more favourable exchange rate between the United States dollar and the euro (from €0.686 per United States dollar in the 2008/09 period to €0.773 per United States dollar for the 2009/10 period).

13. Pursuant to General Assembly resolution 63/250, the proposed 2009/10 budget reflects the conversion to the Field Service category of two General Service posts approved for the 2008/09 period, without change in functions.

C. Regional mission cooperation

14. The Chief Security Officer of UNFICYP will, on a regular basis, continue to coordinate and liaise with the Chief Security Officers of United Nations entities in the region, including the United Nations Interim Force in Lebanon (UNIFIL) and the Department of Safety and Security in Lebanon, on security-related issues. In addition, UNFICYP will continue to hold weekly country team meetings and security coordination cell meetings with United Nations agencies, funds and programmes operating in Cyprus. Furthermore, the Force will provide advisory support to the Committee on Missing Persons on security-related issues regarding staff, facilities and operations.

15. UNFICYP will continue to participate with the United Nations Disengagement Observer Force (UNDOF), UNIFIL and the United Nations Truce Supervision Organization (UNTSO) on mutually beneficial initiatives in the area of information technology. One of the main projects in this area has been the implementation of the regional leased-line network, through which UNFICYP, UNIFIL and UNTSO are linked through fibre-optic leased lines using Camp Ziouani on the Golan as the hub. Benefits from this project include reduced satellite usage, improved inter-mission telephone services because of reduced latency and enhanced audio quality.

16. In addition, UNFICYP, in cooperation with UNDOF, UNIFIL and UNTSO, will organize and conduct regional training activities, which include antenna rigging and use of microwave link communications equipment, as a more cost-effective alternative to the conduct of training in the United Nations Logistics Base. Based on experience gained in other missions, knowledge-sharing activities within the region are undertaken in a more timely manner and can be applied to cutting-edge projects, such as server virtualization technology, being shared by regional Communications and Information Technology Sections for the benefit of all the missions in the region. In addition, technical expertise available in those missions is being shared with their staff to support each mission's efforts. This is an ongoing initiative that the regional missions will continue to pursue and expand upon, to the extent feasible, during the 2009/10 period.

D. Results-based budgeting frameworks

17. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*[a]	*General Service*[a]	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General											
Approved posts 2008/09	2	—	—	—	—	1	—	3	—	—	3
Proposed posts 2009/10	1	—	—	—	1	—	—	2	—	—	2
Net change	(1)	—	—	—	1	(1)	—	(1)	—	—	(1)

[a] Pursuant to General Assembly resolution 63/250, reflects the conversion to the Field Service category of approved General Service post, without change in functions.

Office of the Special Representative of the Secretary-General

International staff: Decrease of 1 post

18. Taking into account the resumption of the good offices of the Secretary-General in Cyprus and the appointment by the Secretary-General of his Special Adviser on Cyprus, whose post is funded under the regular budget, the post of Special Representative of the Secretary-General (Under-Secretary-General), which had previously been provided at a zero-cost basis, is no longer required.

Component 1: political and civil affairs

19. Pursuant to Security Council resolution 1818 (2008), UNFICYP activities will focus on creating conditions conducive to the renewed political negotiations for a Cyprus settlement. In this regard, UNFICYP will continue to facilitate the resolution of conflicts in various fields between the two communities, promote the increase of mutual dialogue and cooperation through bicommunal activities, and support the opening of additional crossing points and other confidence-building measures, such as demining and military de-confrontation. While UNFICYP will strive to achieve progress towards normal living conditions in the buffer zone, it will continue to take effective measures against unauthorized use of this area, and continue to provide humanitarian assistance to members of both communities, as and when required. In addition, UNFICYP will assist the Special Representative of the Secretary-General and Chief of Mission, as the principal adviser and deputy to the Special Adviser of the Secretary-General, in his efforts to support the Cyprus peace talks, focusing on the full-fledged negotiations between the Greek Cypriot and Turkish Cypriot leaders. Furthermore, UNFICYP will provide substantive and logistical assistance to the Special Adviser of the Secretary-General on Cyprus, including the facilitation of the meetings of the Technical Committees and Working Groups, which will continue to hold bicommunal discussions on matters of common concern and core issues that affect both communities. To this end, UNFICYP will designate political and civil affairs staff to act as facilitators and offer the assistance of its public information personnel.

Expected accomplishments	*Indicators of achievement*
1.1 Improved relations between Greek Cypriot and Turkish Cypriot communities	1.1.1 Increase in the number of crossing points between the north and the south of the buffer zone (2007/08: 6; 2008/09: 8; 2009/10: 9)
	1.1.2 Increase in the number of bicommunal contacts (2007/08: 155; 2008/09: 160; 2009/10: 170)
	1.1.3 Increase in the number of joint projects agreed in the Technical Committees and implemented by the two sides (2007/08: 0; 2008/09: 6; 2009/10: 10)
	1.1.4 All incidents related to farming, construction, provision of utilities, traffic and display of national flags in the mixed village of Pyla are resolved immediately at the local level before they escalate to a political level
	1.1.5 Increase in the bicommunal activities in the mixed village of Pyla (2007/08: 5; 2008/09: 5; 2009/10: 15)
	1.1.6 Increased public awareness of the Force profile and its role in creating conditions to promote the political process through a full range of communications products

Outputs

- Weekly, and as required, facilitation and provision of continuous contact at the highest level with key players on both sides on various matters of contention between the sides
- Negotiation, mediation and provision of good offices to both sides on confidence-building initiatives
- Facilitation of the negotiation process under the auspices of the Secretary-General's good offices
- Facilitation of the administrative and logistical functions of the Technical Committees and Working Groups
- Provision of assistance for the implementation of decisions of the Technical Committees and Working Groups
- Daily liaison with relevant authorities on both sides of the buffer zone with a view to facilitating contacts regarding farming, construction, security and policing
- Daily liaison with guarantor powers and other Member States on the implementation of the mandate of the Force
- Daily liaison with the Committee on Missing Persons on the identification and return of the remains of missing persons
- Implementation of a new public information and communications strategy as part of broader efforts to improve relations between the communities and to promote the role of civil society, including 260 press cables, 64 situation/media summaries, 4,600 media monitoring translations, 1,000 briefings, a new media kit, a package of "b-roll" video footage, and one publication on UNFICYP work with civil society in both communities
- Utilization of the full potential of the new UNFICYP website with added audio-visual capability

Expected accomplishments	*Indicators of achievement*
1.2 Progress towards normal living conditions in the United Nations buffer zone and for Greek Cypriots and Maronites in the north and Turkish Cypriots in the south	1.2.1 Decrease in unauthorized commercial and residential construction outside civil use areas in the buffer zone (2007/08: 2; 2008/09: 3; 2009/10: 0)
	1.2.2 All complaints received from the recipients of humanitarian assistance on both sides are resolved

Outputs

- Daily intercession with the authorities on the resolution of educational, cultural, religious and other issues of the communities on both sides
- Daily meetings with local authorities in compliance with UNFICYP requirements on the civil use of the buffer zone
- Weekly humanitarian visits to Greek Cypriots in the Karpas area and to Maronites in the north
- Weekly humanitarian meetings with Turkish Cypriots in the south to assist in obtaining identity documents, housing, welfare services, medical care, employment, education, as well as the facilitation of bicommunal activities
- Monthly humanitarian visits to Turkish Cypriots in Pafos
- Provision of legal advice to both parties on issues related to the implementation of the mandate and the European Union Community acquis

External factors

Both sides will cooperate in creating conditions for improved relations

Table 2
Human resources: component 1, political and civil affairs

Category											*Total*
I. Military contingents											
II. United Nations police											
Approved posts 2008/09											7
Proposed posts 2009/10											7
Net change											—
	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*[a]	*General Service*[a]	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Senior Adviser											
Approved posts 2008/09	—	1	2	—	—	1	—	**4**	—	—	**4**
Proposed posts 2009/10	—	1	2	—	1	—	—	**4**	—	—	**4**
Net change	—	—	—	—	**1**	**(1)**	—	—	—	—	—
Civil Affairs Branch											
Approved posts 2008/09	—	—	2	1	1	—	—	**4**	6	—	**10**
Proposed posts 2009/10	—	—	2	2	1	—	—	**5**	9	—	**14**
Net change	—	—	—	**1**	—	—	—	**1**	**3**	—	**4**
Office of the Spokesperson											
Approved posts 2008/09	—	—	1	1	—	1	—	**3**	3	—	**6**
Proposed posts 2009/10	—	—	1	1	—	—	—	**2**	3	—	**5**
Net change	—	—	—	—	—	**(1)**	—	**(1)**	—	—	**(1)**
Subtotal, civilian staff											
Approved posts 2008/09	—	1	5	2	1	2	—	**11**	9	—	**20**
Proposed posts 2009/10	—	1	5	3	2	—	—	**11**	12	—	**23**
Net change	—	—	—	**1**	**1**	**(2)**	—	—	**3**	—	**3**
Total (I-III)											
Approved posts 2008/09											**27**
Proposed posts 2009/10											**30**
Net change											**3**

[a] Pursuant to General Assembly resolution 63/250, reflects the conversion to the Field Service category of approved General Service post without change in functions.

Civil Affairs Branch

International staff: Increase of 1 post

National staff: Increase of 3 posts

20. It is proposed that a post of Civil Affairs Officer (P-3) be established to provide the Force with a permanent civilian presence in the village of Pyla, which is in sector 4 and is the only bicommunal village in the buffer zone. Taking into

account the increasing number of issues related to the civilian management of relations between the Greek Cypriot and Turkish Cypriot communities, it has been determined that the existing arrangement of utilizing United Nations police officers is inadequate and, given the annual rotation of United Nations police, does not provide the continuity required in establishing the necessary foundation for long-term peace and reconciliation efforts. The deployment of a Civil Affairs Officer in Pyla would ensure continuity in UNFICYP efforts to strengthen reconciliation efforts, build institutional knowledge and promote confidence-building between the two communities, which cannot be established under the current arrangement of the periodic rotation of United Nations police officers. The increase in the number of issues related to the sharing of public resources, including scarce water resources, law enforcement, the provision of utilities, the use of publicly owned land and the harmonization of educational efforts between the schools of the two communities, requires the close monitoring of activities on a regular basis to enable timely mediation and follow-up action on issues arising between the two communities and to ensure the prevention of criminal incidents, property damage and potential threats to destabilize the ongoing political process. The permanent presence by a Civil Affairs Officer in the village of Pyla would ensure continuous liaison on issues that arise between the two communities and would provide a consistent link between the peace and reconciliation efforts of UNFICYP and the village of Pyla. In addition, the incumbent of the post would serve to strengthen the capacity of the Force on cross-mandate representation at the sector level, monitoring and facilitation, confidence-building and conflict management. In addition, the incumbent of the post would play an important role in ensuring coordination, cohesion and political consistency among sector 4 personnel, including military and police personnel, through the provision of advice on civil affairs aspects of the implementation of the UNFICYP mandate, particularly on relations between the Force and the communities and local authorities.

21. It is also proposed that two posts of Language Assistants (national General Service) be established to provide Greek and Turkish language support to the Civil Affairs Officer proposed in paragraph 20 above and to United Nations police officers and the civil affairs team in the village of Pyla. The efforts of UNFICYP in resolving conflicts between the two communities have been hindered by the inability of the local population to communicate effectively, which in turn, hampers the efforts of the Force to proactively pre-empt tension between the two communities. To enable the permanent civil affairs presence in Pyla to gain the confidence of the two communities, it is considered essential that the Civil Affairs Officer be supported by two Language Assistants, one from each side of the community, to overcome language and cultural barriers and to promote trust and confidence between the two communities. The incumbents of the posts would be essential in handling not only the day-to-day issues that require effective communication, but also in facilitating mediation efforts between the two communities in a neutral manner.

22. One post of Liaison Assistant (national General Service) is also proposed to serve as the link between the Civil Affairs Branch and the Turkish Cypriot community and to function as the counterpart of the existing Greek-speaking Liaison Assistant, who provides the link between the Branch and the Greek Cypriot community. The staffing structure of the Branch only provides for a Greek-speaking Liaison Assistant and does not provide for a dedicated liaison support for the

Turkish Cypriot community. It is considered essential that a post of a Turkish-speaking Liaison Assistant be added to the staffing of the Branch in order to ensure that the civil affairs activities in the Turkish Cypriot communities are carried out effectively and to ensure UNFICYP's neutral position between the two communities. The incumbent of the post would provide liaison support during weekly humanitarian visits by civil affairs staff and enhance communications with members of the Turkish Cypriot community.

Office of the Spokesperson

International staff: Decrease of 1 post

23. It is proposed that one post of Secretary (General Service-Other level) be abolished, taking into account the determination that the functions of the post can be absorbed by existing staff in the Office.

Component 2: military

24. In accordance with Security Council resolution 1818 (2008), the military component of UNFICYP will focus its activities on the development and delivery of the operational capabilities and requirements needed to support and enhance the mandate of the Special Representative of the Secretary-General/Chief of Mission to ensure continued stability, thus creating the conditions for meaningful and lasting political discussions to take place. In conjunction with the other components, the military component will continue to deliver its mandate on the maintenance of the ceasefire and the integrity of the United Nations buffer zone through the mobile patrolling concept, as well as provide support on confidence-building measures such as mine clearance, reduction in tension between the opposing forces and the equitable application of the rules governing access to and use of the buffer zone. In addition, the military component will support, wherever feasible, other United Nations agencies operating in Cyprus that are also involved in the development of bicommunal relations and the mitigation of political, economic and social tensions.

Expected accomplishments	*Indicators of achievement*
2.1 Maintenance of the ceasefire and the integrity of the United Nations buffer zone	2.1.1 Reduction in the number of ceasefire violations (2007/08: 919; 2008/09: 760; 2009/10: 740)
	2.1.2 Reduction in the presence of the opposing forces along the buffer zone (2007/08: 2,372; 2008/09: 2,350; 2009/10: 2,250)
	2.1.3. Increase in the number of authorized civilian activity within the buffer zone (2007/08: 1,445; 2008/09: 1,590; 2009/10: 1,735)

Outputs

- 74,874 mobile troop patrol days, comprising 73,730 troop patrol days (2 troops per patrol x 101 patrols per day x 365 days); 1,040 troop patrol days jointly with United Nations police (2 troops per patrol x 10 patrols per week x 52 weeks); and 104 troop patrol days jointly with the Sector Civil Affairs Team (1 troop per patrol x 2 patrols per week x 52 weeks)

- 5,630 military observer and liaison group mobile patrol days, comprising 730 patrol days in sector 1 (2 troops per patrol x 365 days); 4,380 patrol days in sector 2 (3 troops per patrol x 4 patrols per day x 365 days); and 520 patrol days in sector 4 (2 troops per patrol x 5 patrols per week x 52 weeks)
- 16,790 camp and base duty troop days in 6 camp areas, comprising 3,650 troop days in Camp Saint Martin and Wolseley Barracks (5 troops per post x 2 posts x 365 days); 1,460 troop days in Roca Camp (4 troops per post x 1 post x 365 days); 5,110 troop days in Camp General Stefanik (14 troops per post x 1 post x 365 days); 730 troop days in Camp Szent István (2 troops per post x 1 post x 365 days); and 5,840 troop days in the United Nations Protected Area (16 troops per post x 1 post x 365 days)
- 9,855 permanent observation post troop days (1 soldier per post x 9 posts x 3 shifts x 365 days)
- 365 daylight observation post troop days (1 soldier per post x 365 days)
- 17,520 troop days to maintain security of United Nations installations in 6 camp areas, comprising 1,460 troop days in Camp Saint Martin and Roca Camp (2 troops per post x 2 posts x 365 days); 2,920 troop days in Wolseley Barracks (8 troops per post x 1 post x 365 days); 2,190 troop days in Camp General Stefanik and Camp Szent István (3 troops per post x 2 posts x 365 days); and 10,950 troop days in the United Nations Protected Area (10 troops per post x 3 shifts x 365 days)
- 1,320 air support and patrol hours covering the full length of the buffer zone
- 6,360 daily liaison meetings with opposing forces at all levels on buffer zone-related issues, comprising 520 meetings at UNFICYP headquarters (2 meetings x 5 days per week x 52 weeks) and 5,840 meetings at the sector level (16 meetings x 365 days)
- 53,290 troop platoon-size quick reaction reserve days (25 troops per platoon x 3 platoons x 365 days with 2 hours' notice to move; 26 troops per platoon x 2 platoons x 365 days with 2 hours' notice to move; 3 troops x 2 sections x 365 days; 3 troops x 1 helicopter x 365 days with 45 minutes' notice to move; 2 Force Military Police per patrol x 5 patrols x 365 days)
- Daily monitoring of the buffer zone (by closed circuit television systems, target location systems, global positioning system and night observation capability)
- 1,500 troop support days (25 troops x 5 days x 12 events) to United Nations agencies, funds and programmes and other actors engaged in confidence-building, reconciliation and humanitarian matters
- Maintenance of 9 kilometres of minefield fencing and the removal of up to 3 kilometres of fencing once the minefields are cleared
- 200 demining assistance troop days for the safety of third-party demining teams and for the provision of security and liaison assistance (4 troops x 50 days)

External factors

Opposing forces will cooperate

Table 3
Human resources: component 2, military

Category	*Total*
I. Military contingents	
Approved posts 2008/09	834
Proposed posts 2009/10	834
Net change	—
II. United Nations police	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Force Commander											
Approved posts 2008/09	—	1	—	—	1	—	—	2	3	—	5
Proposed posts 2009/10	—	1	—	—	1	—	—	2	2	—	4
Net change	—	—	—	—	—	—	—	—	(1)	—	(1)
Total (I-III)											
Approved posts 2008/09											839
Proposed posts 2009/10											838
Net change											(1)

Office of the Force Commander

National staff: Decrease of 1 post

25. Following a review of the staffing requirements within the Office, it is proposed that one post of Inventory and Supply Assistant (national General Service) be abolished as it has been determined that the functions of the post can be absorbed by the remaining national staff of the Office.

Component 3: United Nations police

26. In accordance with Security Council resolution 1818 (2008), United Nations police will continue to enhance the development of policing strategies that promote trust between the two communities within the Force framework on the civilian use of the buffer zone. In support of this, United Nations police will strengthen its support to the other components by enhancing its patrol capabilities through strategies based on contemporary policing methodologies. The Force will continue to build on its existing relationships with police authorities from both sides, game wardens from the Republic of Cyprus, environmental offices of United Nations entities in Cyprus and non-governmental organizations from both sides to develop anti-crime strategies and, where necessary, facilitate the investigation of crimes committed in the buffer zone. United Nations police will continue to explore ways to promote cooperation between police authorities from both sides regarding the criminal activities that affect the two communities.

Expected accomplishments	*Indicators of achievement*
3.1 Enhanced law enforcement in the United Nations buffer zone	3.1.1 Reduction in the number of incidents related to violations of law and order in the buffer zone and in proximity to the crossing points (2007/08: 235; 2008/09: 90; 2009/10: 80)
	3.1.2 Cumulative increase in the number of people crossing from both sides without incident of violations (2006/07: 13 million; 2007/08: 15.8 million; 2008/09: 20.7 million; 2009/10: 21 million)

Outputs

- 5,840 United Nations police patrol days (2 officers at 8 police stations, 365 days a year)
- 3,900 United Nations police days of humanitarian assistance to Greek Cypriots and Maronites in the north, Turkish Cypriots in the south and both communities in the buffer zone (15 police officers x 5 days per week x 52 weeks)
- 52 United Nations police days for weekly collection of crossing-point figures
- 96 person-days of technical assistance on the facilitation and chairing of the meetings of the Technical Committee on crime/criminal matters (one Senior Officer x 2 per week x 48 weeks)

External factors

Police authorities of both sides will cooperate

Table 4
Human resources: component 3, United Nations police

Category	*Total*
I. Military contingents	
II. United Nations police	
Approved posts 2008/09	62
Proposed posts 2009/10	62
Net change	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Senior Police Adviser											
Approved posts 2008/09	—	—	1	—	—	—	—	—	1	—	**2**
Proposed posts 2009/10	—	—	1	—	—	—	—	—	1	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Total (I-III)											
Approved posts 2008/09											**64**
Proposed posts 2009/10											**64**
Net change											—

Component 4: support

27. During the budget period, the support component of the Force will provide effective and efficient logistical, administrative and security services in support of the implementation of the mandate of the Force, through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. Support will be provided to the authorized strength of 860 contingent personnel and 69 United Nations police as well as to the civilian establishment of 41 international and 116 national staff. The range of support will comprise all support services, including HIV/AIDS programmes, personnel administration, finance services, health care, upgrading of troop accommodation facilities, information technology and communications, air and surface transportations, supply and re-supply operations, as well as provision of security services Force-wide.

Expected accomplishments	*Indicators of achievement*
4.1 Efficient and effective logistical, administrative and security support to the mission	4.1.1 Inventory value of assets awaiting write-off or disposal as of 30 June 2010 does not exceed 2.5 per cent of total inventory value of assets
	4.1.2 Total value of assets not located during physical verification does not exceed 10 per cent of the total inventory value of assets
	4.1.3 Reduction in the number of traffic accidents involving UNFICYP vehicles (2007/08: 6 per month; 2008/09: 6 per month; 2009/10: 5 per month)
	4.1.4 Reduction by 2 per cent of the value of stock holdings for stationery, sanitation supplies and miscellaneous electrical equipment (2008/09: $51,000; 2009/10: $49,980)
	4.1.5 Reduction in the number of servers through the implementation of virtualization technology (2007/08: 22; 2008/09: 17; 2009/10: 16)

Outputs

Service improvements

- Non-contentious Local Property Survey Board write-off cases reviewed by the Board within 2 weeks of receipt and processed within 10 days
- Galileo Asset Management System kept current through the timely updating by Self-Accounting Units regarding the location of assets
- New leased-line connection to the United Nations Logistics Base in Brindisi will provide a secure, high-bandwidth and reliable route to the Base and United Nations Headquarters for all information technology services hosted in those locations
- Implementation of an ongoing road safety programme and driver testing for United Nations personnel

Military, police and civilian personnel

- Emplacement, rotation and repatriation of 860 contingent troops and 69 United Nations police officers
- Verification, inspection and monitoring of contingent-owned equipment and self-sustainment in respect of 860 military contingent personnel and issuance of verification reports
- Administration of 157 staff comprising 41 international staff and 116 national staff
- Supply and storage of rations at 6 military positions for 812 military personnel (excluding 48 staff officers)
- Implementation of a conduct and discipline programme for all military, police and civilian personnel including training, prevention, monitoring and recommendations on remedial action where misconduct has occurred

Facilities and infrastructure

- Maintenance, repair and servicing of office and accommodation facilities for 929 military and police personnel in accordance with the United Nations standard scale of accommodation
- Maintenance of 11 level-1 observation posts, 9 level-2 observation posts and demolition and clearance of 13 observation posts along the buffer zone
- Maintenance and repair of up to 78 kilometres of patrol tracks
- Operation and maintenance of 86 generators
- Maintenance of 24 helipads, including the refurbishment of 3 helipads for day/night-time operations in accordance with International Civil Aviation Organization standards

Ground transportation

- Maintenance and operation of 345 vehicles, including 9 armoured vehicles (103 United Nations-owned, 39 contingent-owned, and 203 rented vehicles)

Air transportation

- Operation and maintenance of 3 helicopters (including 1 provided at no cost as reserve to replace either of the 2 helicopters during maintenance and other periods of downtime)
- Supply of 240,000 litres of aviation fuel for air operations

Communications

- Support and maintenance of communications network consisting of 3 satellite earth stations, 14 private automatic branch exchange telephone systems, 29 repeaters, 335 mobile radios, 315 handheld radios, 11 wideband digital microwave links and 15 narrowband digital microwave links

Information technology

- Support and maintenance of information technology network consisting of one local area network at UNFICYP headquarters and 6 wide area networks, 372 desktop computers, 45 laptop computers, 119 printers (including 61 network printers) and 16 servers
- Support and maintenance of all mission critical software applications

Medical

- Operation, maintenance and management of 6 level-1 medical facilities (1 contingent-owned hospital, in 2 locations, and 4 United Nations-owned medical facilities)
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all mission personnel
- HIV sensitization programme, including peer education, for all mission personnel
- Maintenance and enhancement of contractual agreements with hospitals and clinics on both sides of the island on the provision of specific medical services for UNFICYP troops

Security

- Submission of security incident reports, as they occur, and of quarterly reports and returns, including quarterly incident reports, staff lists and briefing notes, as required, to the Department of Safety and Security
- Biannual update of country-specific security plan, security risk assessments and minimum operating security standards
- Management, monitoring and supervision of 3 access-control systems at all UNFICYP sites
- Conduct of 2 information sessions, annual warden training and tabletop exercise on reception/relocation of other United Nations missions and country teams to Cyprus
- Investigation of security incidents and provision of advice to mission personnel and their dependants and to the personnel of 5 United Nations agencies. Provision of security advice and coordination, and issuance of identification cards for all United Nations agencies operating in Cyprus

External factors

Vendors/contractors/suppliers will be able to deliver goods and services as contracted

Table 5
Human resources: component 4, support

Category											*Total*
I. Military contingents											
Approved posts 2008/09											26
Proposed posts 2009/10											26
Net change											—
II. United Nations police											—
	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Security Section											
Approved posts 2008/09	—	—	1	—	1	—	—	2	1	—	3
Proposed posts 2009/10	—	—	1	—	1	—	—	2	1	—	3
Net change	—	—	—	—	—	—	—	—	—	—	—
Mission Support Division											
Approved posts 2008/09	—	1	4	2	14	—	—	21	99	—	120
Proposed posts 2009/10	—	1	4	3	15	—	—	23	100	—	123
Net change	—	—	—	1	1	—	—	2	1	—	3
Subtotal, civilian staff											
Approved posts 2008/09	—	1	5	2	15	—	—	23	100	—	123
Proposed posts 2009/10	—	1	5	3	16	—	—	25	101	—	126
Net change	—	—	—	1	1	—	—	2	1	—	3
Total (I-III)											
Approved posts 2008/09											149
Proposed posts 2009/10											152
Net change											3

Mission Support Division

International staff: Increase of 2 posts

National staff: Increase of 1 post

28. In the Mission Support Division, it is proposed that three posts be established, as follows: (a) one post of Budget Officer (P-3) in the Office of the Chief of Mission Support; (b) one post of Archive Assistant (Field Service) in the General Services Section; and (c) one post of Procurement Assistant (national General Service) in the Procurement Section. In addition, the redeployment of the existing post of Sector Administrative Officer (Field Service) from the General Services Section to the Joint Logistics Operations Centre of Integrated Support Services is proposed as well as the redeployment of the existing post of Mail Assistant (national General Service) from the Communications and Information Technology Section of Integrated Support Services to the General Services Section.

Office of the Chief of Mission Support

International staff: Increase of 1 post

29. It is proposed that a post of Budget Officer (P-3) be established for the following reasons: (a) the unsustainability of the current arrangements whereby the Chief of Finance is concurrently responsible for the budgetary support of the Force, taking into account the increased workload on budgetary matters; and (b) clear separation of duties between approving officers and staff responsible for funds sufficiency certification related to the Mercury system. Under the direct supervision of the Chief of Mission Support, the Budget Officer will perform all functions related to the overall coordination of all aspects of UNFICYP performance and budget submissions and the management of allotments, including: (a) the review, analysis and revision of cost estimates with respect to the finalization of budget proposals, in collaboration with cost-centre managers and/or section chiefs; (b) the provision of budgetary support to cost-centre managers with respect to the elaboration of resource requirements for budget submissions; (c) the review of budget performance submissions, including the analysis of variances between the approved budget and actual expenditures; (d) the administration of allotments, including the redeployment of funds, as necessary; (e) the monitoring of budget implementation, particularly the status of obligations and expenditures, and recommendations on the redeployment of funds, as required; (f) review of all requisitions for goods and services generated in the Mercury system, including ensuring the availability of funds and the accurate recording of expenditures; (g) drafting of responses raised by counterparts in Headquarters on the review of budget proposals and on the implementation of the approved budgets; (h) preparation of reports, on a regular basis, on the status of allotments and expenditures; and (i) supervision of the work of subordinate staff, as required.

General Services Section

International staff: No net change (increase of 1 post and redeployment of 1 post)

National staff: Increase of 1 post

30. It is proposed that a post of Archive Assistant (Field Service) be established in order to streamline the reporting lines for the post. The functions of the Archive Assistant are currently being performed in the Office of the Spokesperson against an existing General Service (Other level) post. On the basis of the review of the functional responsibilities of the post, it has been determined that the post should be included in the staffing structure of the General Services Section.

31. It is also proposed that the existing post of Sector Administrative Officer (Field Service) be redeployed from the General Services Section to the Joint Logistic Operations Centre, Integrated Support Services. Based on a review of the staffing structure of the Mission Support Division, it has been determined that the existing functions of the post, which covers administrative and logistical support to all sectors and the United Nations police, would be more appropriately placed in the Joint Logistic Operations Centre.

32. In addition, it is proposed that the existing post of Mail and Registry Assistant (national General Service) be redeployed from the Communications and Information Technology Section of Integrated Support Services, based on a review of the realignment of functional responsibilities and reporting lines.

Procurement Section

National staff: Increase of 1 post

33. It is proposed to establish one post of Procurement Assistant (national General Service) to provide support to the Section on general administrative functions, including attendance, maintenance of filing systems, the processing of correspondence and other clerical duties. Taking into account the increased volume of procurement activities that requires the dedicated support of six existing national posts, one additional post would be required to handle the more routine and general administrative functions to ensure the smooth management of the flow of correspondence, the up-to-date maintenance of sensitive and confidential procurement information and the maintenance of attendance records of the Section. The incumbent of the post would cover general clerical functions, including: (a) ensuring the timely and smooth processing and distribution of correspondence; (b) ensuring the up-to-date maintenance of the centralized filing system and archiving of documents of the Section, as necessary; and (c) the maintenance of the attendance records of the Section.

Integrated Support Services

Office of the Chief

International staff: Increase of 1 post

34. As explained in paragraph 31 above, it is proposed that the existing post of Sector Administrative Officer (Field Service) be redeployed from the General Services Section to the Joint Logistic Operations Centre in the Office of the Chief of Integrated Support Services. The proposed redeployment is based on the review of the realignment of functional responsibilities and reporting lines, by which it has been determined that the provision of administrative and logistical support for all Sectors and the United Nations police would be more appropriately performed and monitored in the Joint Logistic Operations Centre.

Communications and Information Technology Section

National staff: Decrease of 1 post

35. As explained in paragraph 32 above, it is proposed that the existing post of Mail and Registry Assistant (national General Service) be redeployed to the General Services Section, based on a review of the realignment of functional responsibilities and reporting lines.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures (2007/08)	Apportionment (2008/09)	Cost estimates (2009/10)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	18 782.7	21 325.0	21 644.5	319.5	1.5
United Nations police	2 700.3	2 902.9	2 916.4	13.5	0.5
Formed police units	—	—	—	—	—
Subtotal	**21 483.0**	**24 227.9**	**24 560.9**	**333.0**	**1.4**
Civilian personnel					
International staff	6 653.9	6 286.5	6 809.3	522.8	8.3
National staff	7 847.3	8 149.6	7 831.6	(318.0)	(3.9)
United Nations Volunteers	—	—	—	—	—
General temporary assistance	145.4	128.0	192.0	64.0	50.0
Subtotal	**14 646.6**	**14 564.1**	**14 832.9**	**268.8**	**1.8**
Operational costs					
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	—	—	—	—	—
Official travel	199.1	387.3	506.8	119.5	30.9
Facilities and infrastructure	6 529.1	7 821.7	7 949.8	128.1	1.6
Ground transportation	3 690.5	3 553.4	3 703.8	150.4	4.2
Air transportation	1 551.4	1 596.0	1 580.0	(16.0)	(1.0)
Naval transportation	—	—	—	—	—
Communications	820.0	1 026.2	996.6	(29.6)	(2.9)
Information technology	531.9	755.3	854.3	99.0	13.1
Medical	344.5	314.5	401.3	86.8	27.6
Special equipment	11.5	17.3	9.6	(7.7)	(44.5)
Other supplies, services and equipment	424.4	587.4	600.2	12.8	2.2
Quick-impact projects	—	—	—	—	—
Subtotal	**14 102.4**	**16 059.1**	**16 602.4**	**543.3**	**3.4**
Gross requirements	**50 232.0**	**54 851.1**	**55 996.2**	**1 145.1**	**2.1**
Staff assessment income	2 358.6	2 305.2	2 331.1	25.9	1.1
Net requirements	**47 873.4**	**52 545.9**	**53 665.1**	**1 119.2**	**2.1**
Voluntary contributions in kind (budgeted)[a]	1 504.3	1 545.6	1 484.3	(61.3)	(4.0)
Total requirements	**51 736.3**	**56 396.7**	**57 480.5**	**1 083.8**	**1.9**

[a] Cost estimates for 2009/10 are inclusive of $1,484,300 from the Government of Cyprus.

B. Non-budgeted contributions

36. The estimated value of non-budgeted contributions for the period from 1 July 2009 to 30 June 2010 is as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Status-of-forces agreement[a]	327.6
Voluntary contributions in kind (non-budgeted)	—
Total	**327.6**

[a] Inclusive of market value, as estimated by UNFICYP, of the cost of United Nations observation posts and office and accommodation facilities provided by the Government of Cyprus to the Force at no cost for military contingents and United Nations police, including UNFICYP headquarters complex.

C. Efficiency gains

37. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Military contingents	1 936.0	Utilization of commercial air transportation in lieu of charter flights
Ground transportation	318.5	Reduction in rental costs for vehicles resulting from the transfer of 30 vehicles from UNMIN at no cost to UNFICYP (except for freight charges)
Total	**2 254.5**	

D. Vacancy factors

38. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2007/08*	*Budgeted 2008/09*	*Projected 2009/10*
Military and police personnel			
Military contingents	—	1	1
United Nations police	6	5	1
Civilian personnel			
International staff	8	5	5
National staff	4	2	2

E. Contingent-owned equipment: major equipment and self-sustainment

39. Requirements for the period from 1 July 2009 to 30 June 2010 are based on standard reimbursement rates for major equipment (wet lease) and self-sustainment in the total amount of $1,377,800 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	1 217.1
Self-sustainment	
Facilities and infrastructure (minor engineering)	160.7
Total	**1 377.8**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	—	—	—
Intensified operational condition factor	—	—	—
Hostile action/forced abandonment factor	—	—	—
B. Applicable to home country			
Incremental transportation factor	0.25-3.75		

F. Training

40. The estimated resource requirements for training for the period from 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Official travel	
Official travel, training	190.3
Other supplies, services and equipment	
Training fees, supplies and services	52.3
Total	**242.6**

41. The number of participants planned for the period from 1 July 2009 to 30 June 2010, compared to previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2007/08	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*
Internal	—	42	73	4	44	109	—	—	33
External[a]	8	18	19	14	19	10	—	3	—
Total	**8**	**60**	**92**	**18**	**63**	**119**	**—**	**3**	**33**

[a] Includes United Nations Logistics Base and outside the mission area.

42. The proposed provision of $242,600 takes into account the additional training requirements geared towards the improvement of substantive and technical skills, and the continuing support of the Force in the areas of civil affairs, information technology, communications, engineering, ground transportation, air operations, finance, procurement, languages and security of military, police and civilian personnel. Requirements for the 2009/10 period include internal training activities on conflict resolution, team work and other civil affairs-related issues for 33 military and police personnel in compliance with the Department of Peacekeeping Operations and the Department of Field Support policies.

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate
- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

	Variance	
Military contingents	$319.5	1.5%

- **External: increase in market costs**

43. The variance is primarily attributable to the increased ceiling man-day rate for rations from $6.469 in the 2008/09 period to $10.155 in the 2009/10 period, based on the terms of the new contract effective 1 March 2009.

	Variance	
International staff	$522.8	8.3%

- **Management: additional inputs and outputs**

44. The variance is attributable primarily to the proposed establishment of two additional posts for a Civil Affairs Officer and a Budget Officer at the P-3 level.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
National staff	($318.0)	(3.9%)

- **Management: reduced inputs and same outputs**

45. The variance is attributable mainly to a more favourable exchange rate between the United States dollar and the euro (€0.773 per United States dollar for the 2009/10 period compared with €0.686 per United States dollar in the 2008/09 period). The variance is partly offset by additional requirements related to the net increase of three national General Service posts and the application of revised national salary scales effective 1 September 2008.

	Variance	
General temporary assistance	$64.0	50.0%

- **Management: additional inputs and outputs**

46. The variance is attributable to the increased provision for short-term personnel required to undertake information technology and other special projects, and for the temporary replacement of staff on maternity leave and/or extended sick leave.

	Variance	
Official travel	$119.5	30.9%

- **Management: additional inputs and outputs**

47. The variance is attributable to increased travel requirements in support of political consultations, conferences and related workshops. The variance also takes into account increases in the costs of commercial air travel and additional requirements for training courses related to security, procurement, engineering, HIV/AIDS and civil affairs in compliance with Department of Peacekeeping Operations and Department of Field Support policies.

	Variance	
Facilities and infrastructure	$128.1	1.6%

- **Management: additional inputs and outputs**

48. The variance is attributable primarily to additional requirements for construction services related to the replacement of the existing dry rations facility, the acquisition of additional generators and increases in costs of maintenance supplies. The variance is offset in part by reduced requirements for accommodation equipment and alteration and renovation services.

	Variance	
Ground transportation	$150.4	4.2%

• Management: additional inputs and same outputs

49. The variance is attributable mainly to the acquisition of two specialized engineering vehicles (a road grader and a front-end loader) as replacements for old and technically obsolete equipment.

	Variance	
Information technology	$99.0	13.1%

• Management: additional inputs and outputs

50. The variance is attributable mainly to the acquisition of additional equipment and the replacement of equipment that has exceeded its normal life cycle.

	Variance	
Medical	$86.8	27.6%

• External: increase in market costs

51. The variance is attributable primarily to increased costs of medical services at private clinics and additional requirements for medical supplies, based on recent experience.

	Variance	
Special equipment	($7.7)	(44.5%)

• Management: reduced inputs and same outputs

52. The variance is attributable to reduced requirements for the acquisition of observation equipment.

IV. Actions to be taken by the General Assembly

53. **The actions to be taken by the General Assembly in connection with the financing of UNFICYP are:**

(a) Appropriation of the amount of $55,996,200 for the maintenance of the Force for the 12-month period from 1 July 2009 to 30 June 2010, including $24,370,478 to be funded from voluntary contributions from the Government of Cyprus ($17,870,478) and from the Government of Greece ($6.5 million);

(b) Assessment of the amount of $31,625,722, representing the balance of the appropriation at a monthly rate of $2,635,477, should the Security Council decide to continue the mandate of UNFICYP.

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 61/276 and 62/255 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly, and of the United Nations Board of Auditors and the Office of Internal Oversight Services

A. General Assembly

Cross-cutting issues

(Resolution 61/276)

Decision/request	*Action taken to implement decision/request*
Section II: budgeting and budget presentation	
When submitting future budget proposals and performance reports, include information on the most significant management decisions relating to the mission's budget and its implementation, including those related to operational costs (para. 2).	Significant management decisions relating to the budget of the Force and its implementation, including those related to operational costs are reflected in the performance report for 2007/08 and the proposed budget for 2009/10.
Budget submissions should reflect management improvements and efficiency gains to be achieved and present future strategies in that regard (para. 4).	The proposed 2009/10 budget reflects efficiency gains and service improvements in the areas of military component, ground transportation and support component of the present report.
Take further steps towards improving budget assumptions and forecasts and to report thereon to the General Assembly at the second part of its resumed sixty-second session (para. 5).	UNFICYP continues to collaborate with counterparts in United Nations Headquarters in the review of planning assumptions and their impact on financial resources, as reflected in the 2009/10 budget.
Improve control over obligations due to the significant increase in the cancellation of prior-period obligations (para. 6).	UNFICYP conducts a monthly review of all its prior and current obligations.
Section III: results-based budgeting	
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 2).	UNFICYP applies the guidelines for results-based budgeting to enable a clear linkage of the frameworks to the mandate implementation plan of the Force.

Section VII: staffing, recruitment and vacancy rates	
Make greater use of national staff, as appropriate, commensurate with the requirements of the mission and its mandate (para. 3).	UNFICYP has, in the past periods, reviewed its requirements and, when operationally feasible, has proposed that the functions of international posts be undertaken by national staff. In support of the greater use of national staff, and based on the UNFICYP review of its staffing structure, the 2009/10 budget reflects the proposal for 3 national posts.
Ensure that vacant posts are filled expeditiously (para. 4).	UNFICYP fully cooperates with United Nations Headquarters to ensure that vacant posts are filled expeditiously and in accordance with the selection process.
Section IX: training	
Provide professional development opportunities for national staff and fully include them in all relevant training programmes (para. 2).	The proposed 2009/10 budget provides for training programmes for the professional development of national staff in the areas of information technology, property management, communications, ground transportation, finance and procurement, for a total of 25 training courses (16 internal and 9 external).
Section XIII: air operations	
Improve the formulation of resource requirements for air operations in budget submissions to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3).	UNFICYP conducts air operations in monitoring the United Nations buffer zone on the basis of operational requirements. The Force continues to closely monitor the use of flying hours for the helicopters to ensure that they are kept within the limits specified in the letter-of-assist with the troop-contributing Government.
When reviewing their transportation requirements, missions must take into account means that are efficient, cost-effective and responsive to their operational needs and that ensure the safety of their personnel and take fully into account the unique mandate, complexities, specificities and operational conditions of each mission (para. 4).	The proposed 2009/10 budget provides for 3 helicopters, comprising 2 helicopters for UNFICYP regular operations and 1 helicopter for use as a replacement for the other helicopters during periods of maintenance and downtime. 2 helicopters are provided under letter-of-assist arrangements, while the other helicopter is provided at zero cost. The Force continues to review its transportation requirements and ensures that all necessary steps are taken for the safety of personnel. The proposed 2009/10 budget includes provision for the travel of the Regional Air Safety Officer to UNFICYP in order to provide assistance with respect to air safety issues.
Conduct aviation quality inspections and aviation assessments to confirm that established standards are being fully complied with (para. 6).	In accordance with its accident prevention programme, UNFICYP carries out inspections on helicopter landing sites every 2 months and on flight operations on a monthly basis.

Section XX: regional coordination	
Develop and implement regional coordination plans aligned to the objectives of missions, keeping in mind the specific mandate of each mission (para. 2).	UNFICYP maintains strong cooperation with UNIFIL, UNDOF and UNLB and provides support to the Committee on Missing Persons.

B. United Nations Peacekeeping Force in Cyprus

(Resolution 62/255)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Welcomes the steps taken so far by the host Government and the Force regarding the renovation of the accommodation of military contingent personnel as well as other personnel of the Force, and requests the Secretary-General to continue making every effort, in coordination with the host Government, to ensure that the renovations are completed as scheduled and to report thereon in the context of his next budget submission (para. 11).	The Government of Cyprus has commenced with the renovation projects at San Martin Camp in Sector 1 and Ledra Palace Hotel in Sector 2 headquarters. Renovation work at San Martin Camp has been completely renovated on the 2 largest buildings, comprising the main 2-storey accommodation building and the Officers' accommodation building. Extensive work on the electrical infrastructure project in another building has also commenced. Despite significant technical difficulties encountered, owing to the previously unknown condition of the building at the Ledra Palace Hotel, construction work is under way and to date, the entire building has been rewired and a new main electrical supply has been installed. All communal areas on the ground floor, including meeting rooms, the United Nations Police Station, gymnasium, kitchen, dining areas and 31 bedrooms have been completely refurbished. In addition, the replacement of roofs in the east and west wings of the building has been completed. The complete renovation of the buildings is expected by 31 December 2009.

C. Advisory Committee on Administrative and Budgetary Questions

(A/62/781/Add.9)

Request/recommendation	*Action taken to implement request/recommendation*
The Committee acknowledged the importance of travel for functional reasons; it was also of the view that, wherever possible, videoconferencing and other electronic means of communication should be utilized. The Committee recommends that travel expenses be closely monitored (para. 23).	Videoconferencing facilities are used whenever feasible, in particular with respect to conferences/discussions with the Department of Field Support and the Office of Programme Planning, Budget and Accounts concerning the UNFICYP budget proposals. In April 2008, UNFICYP representation during the Advisory Committee on Administrative and Budgetary Questions review of the 2006/07 performance report and the 2008/09 budget was undertaken through videoconferencing. The use of e-learning programmes, which include security awareness

	training programmes such as "Prevention of Workplace Harassment, Sexual Harassment and Abuse of Authority", as well as the application of the Funds Monitoring Tool, were implemented in support of all UNFICYP personnel. In addition, provisions related to online training are included in the proposed 2009/10 budget.
The Committee requests that the recommendations of the Board be implemented in a timely manner (para. 32).	The recommendations of the Board of Auditors, as contained in its report (A/61/5, Volume II), have been implemented as follows: (a) Funds Monitoring Tool training was provided in July 2007 to 20 UNFICYP staff and additional training will be provided as necessary; (b) Regarding performance bonds for 10 of 11 contracts that were below the required amount, UNFICYP has strictly enforced the submission of adequate performance bonds to ensure UNFICYP protection against non-compliance with the contractors' obligations; (c) In connection with compliance with the guidelines of the Procurement Manual on ensuring protection against the risk of default of deliveries, effective 1 September 2006, UNFICYP has strictly complied with the policy on performance bonds, enforcing conditions set out in the contracts; (d) With regard to the proper custody, control, recording and disposal of non-expendable property, the Self-Accounting Units, as part of ongoing control and oversight measures, are promptly apprised of any discrepancy noted during physical verifications by the Property Control and Inventory Unit on an individual asset basis and for which corrective actions are subsequently taken and recorded in the Galileo system. In addition, a consolidated listing of asset discrepancies is reviewed on a regular basis and addressed to the Self-Accounting Units for their attention. Furthermore, the form on the monthly relocation of equipment is submitted by each sector to the Property Control and Inventory Unit for follow-up action by the concerned Self-Accounting Unit. The 3 cases of write-off of communications were endorsed by the Headquarters Property Survey Board in November 2006, as previously reported in section V.C of the report of the Secretary-General on the budget for the 2008/09 period (A/62/718 and Corr.1).

D. Board of Auditors

(A/62/5 (Vol. II))

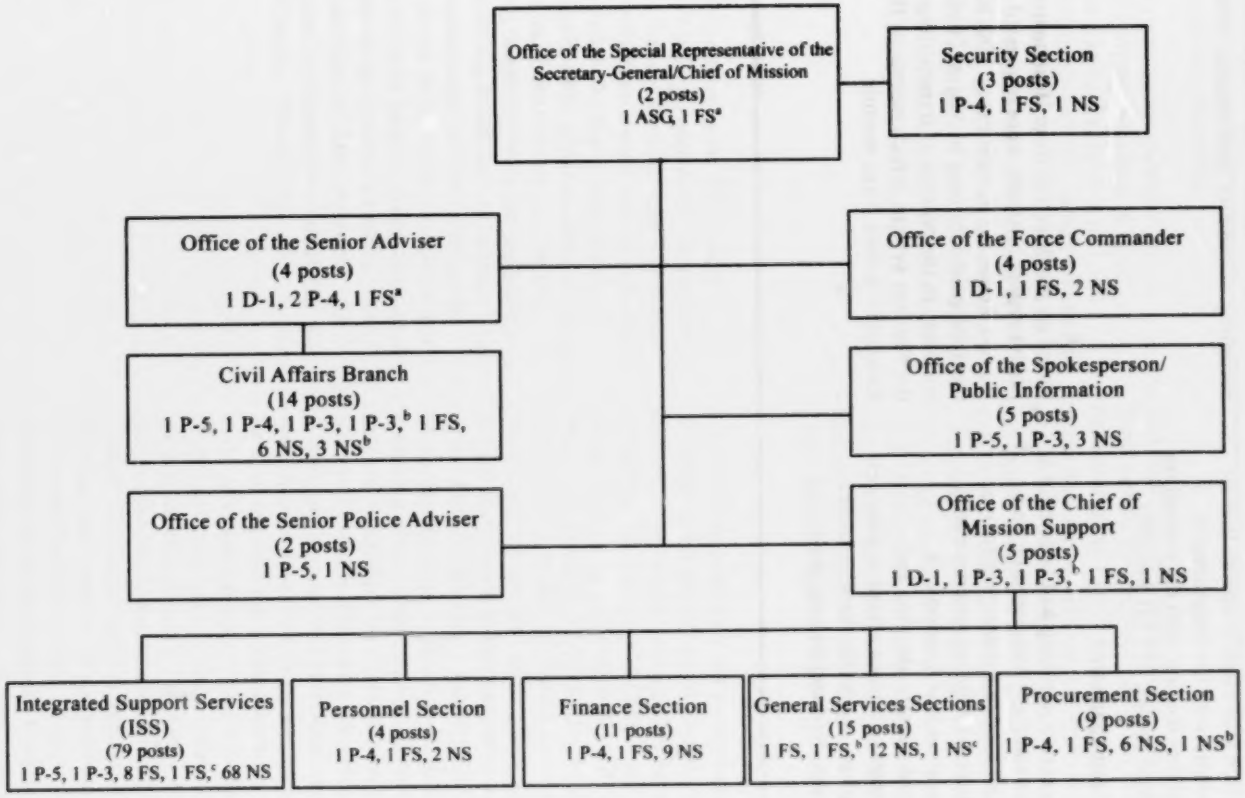
Request/recommendation	*Action taken to implement request/recommendation*
Physical verification and recording	
The description of items in the database did not match the actual description of assets in each inventory, while the physical existence of 1,061 items had yet to be established. The Board reiterated its previous recommendation that the Administration ensure that (a) periodic physical verifications of non-expendable property at the various missions are carried out; (b) discrepancies are promptly investigated; and (c) corrective action is taken to avoid a recurrence (paras. 138 (e) and 139).	The audit recommendation was implemented and focal points were appointed within respective components to ensure accountability for asset management. In addition, to facilitate implementation of the Board's recommendation, an internal information circular (UNFICYP information circular 2007/090, dated 7 September 2007, entitled "Responsibility and accountability for United Nations-owned equipment"), which encompasses control measures on the proper recording of movement or relocation of assets, has been distributed and reissued periodically to remind Self-Accounting Units and end-users of their reporting obligations.
Vehicle fleet management	
A comparison of the entries in the trip tickets against the fuel receipts for August and September 2006 for sectors 1, 2 and 4 revealed that 449 litres of diesel had been withdrawn with fuel receipts but had not been reported in the trip tickets. Fuel consumption of 10,479 litres of diesel and 819 litres of unleaded petrol had been reflected in the trip tickets but were not supported with corresponding fuel receipts. Despite the existence of CarLog devices and the maintenance of fuel cards by the operators for the period from October to December 2006, differences of 2,641 litres of diesel consumed and 66,896 kilometres on distance travelled. The Board recommended that the Administration take appropriate measures to improve accountability for fuel consumption (paras. 176 and 178).	UNFICYP agreed with the recommendation that accurate information should be reflected on fuel consumption records, taking into account the regular review of the drivers' trip tickets and the vehicle usage reports. In this regard, UNFICYP addressed the issue with the fuel contractor on the poor quality of printed receipts and requested the replacement of all individual vehicle fuel cards previously issued to ensure that clear and accurate information is provided to the Force. Effective 1 January 2007, corrective measures were put in place to facilitate the accurate reporting of fuel consumption as recorded in the drivers' trip tickets and vehicle usage reports. This is to ensure that discrepancies are detected and resolved in a timely manner. All individual vehicle fuel cards were replaced by the contractor, as requested, and can be used only during normal working hours of fuel stations to ensure quality control and eliminate mathematical errors. Effective February 2008, additional administrative control mechanisms were put in place to strengthen the fuel management system. The Force ensures that discrepancies are detected and resolved in a timely manner. In addition, all Sector/Unit Movement Transport Officers are reminded of the requirement to ensure accuracy in the monitoring and control of fuel consumption in line with UNFICYP standard operating procedures.

Vendor performance reports	
No regular monitoring of the performance of six local vendors with multiple contracts had been indicated in the database. The Board recommended that the Administration take steps to ensure that all missions strictly comply with the requirements of the Procurement Manual dealing with the evaluation of vendor performance (paras. 207 (d) and 208).	On 6 November 2006, a Local Vendor Database Officer was appointed in the Procurement Section to review and update the vendor database, including the recording of vendors' performance evaluations.
Human resources management	
The absence of succession planning had been raised in the previous audit and the Administration had agreed to develop and implement comprehensive human resources plans. The Board reiterated its previous recommendation that missions, in conjunction with headquarters, develop and implement comprehensive human resource plans, as well as succession plans, to enable them to attract and retain suitably qualified and trained personnel (paras. 284 and 285).	Based on the directive from Headquarters, all peacekeeping missions were requested to roll out the Human Resources Action Plans. UNFICYP undertook the appropriate training in August 2008 and is currently in the process of transmitting the data into the Nucleus system, which maintains the Human Resources Action Plans module.

Annex

Organization charts

A. Substantive and administrative offices


Office of the Special Representative of the Secretary-General/Chief of Mission
(2 posts)
1 ASG, 1 FS[a]
Security Section
(3 posts)
1 P-4, 1 FS, 1 NS
Office of the Senior Adviser
(4 posts)
1 D-1, 2 P-4, 1 FS[a]
Office of the Force Commander
(4 posts)
1 D-1, 1 FS, 2 NS
Civil Affairs Branch
(14 posts)
1 P-5, 1 P-4, 1 P-3, 1 P-3,[b] 1 FS, 6 NS, 3 NS[b]
Office of the Spokesperson/ Public Information
(5 posts)
1 P-5, 1 P-3, 3 NS
Office of the Senior Police Adviser
(2 posts)
1 P-5, 1 NS
Office of the Chief of Mission Support
(5 posts)
1 D-1, 1 P-3, 1 P-3,[b] 1 FS, 1 NS
Integrated Support Services (ISS)
(79 posts)
1 P-5, 1 P-3, 8 FS, 1 FS,[c] 68 NS
Personnel Section
(4 posts)
1 P-4, 1 FS, 2 NS
Finance Section
(11 posts)
1 P-4, 1 FS, 9 NS
General Services Sections
(15 posts)
1 FS, 1 FS,[b] 12 NS, 1 NS[c]
Procurement Section
(9 posts)
1 P-4, 1 FS, 6 NS, 1 NS[b]

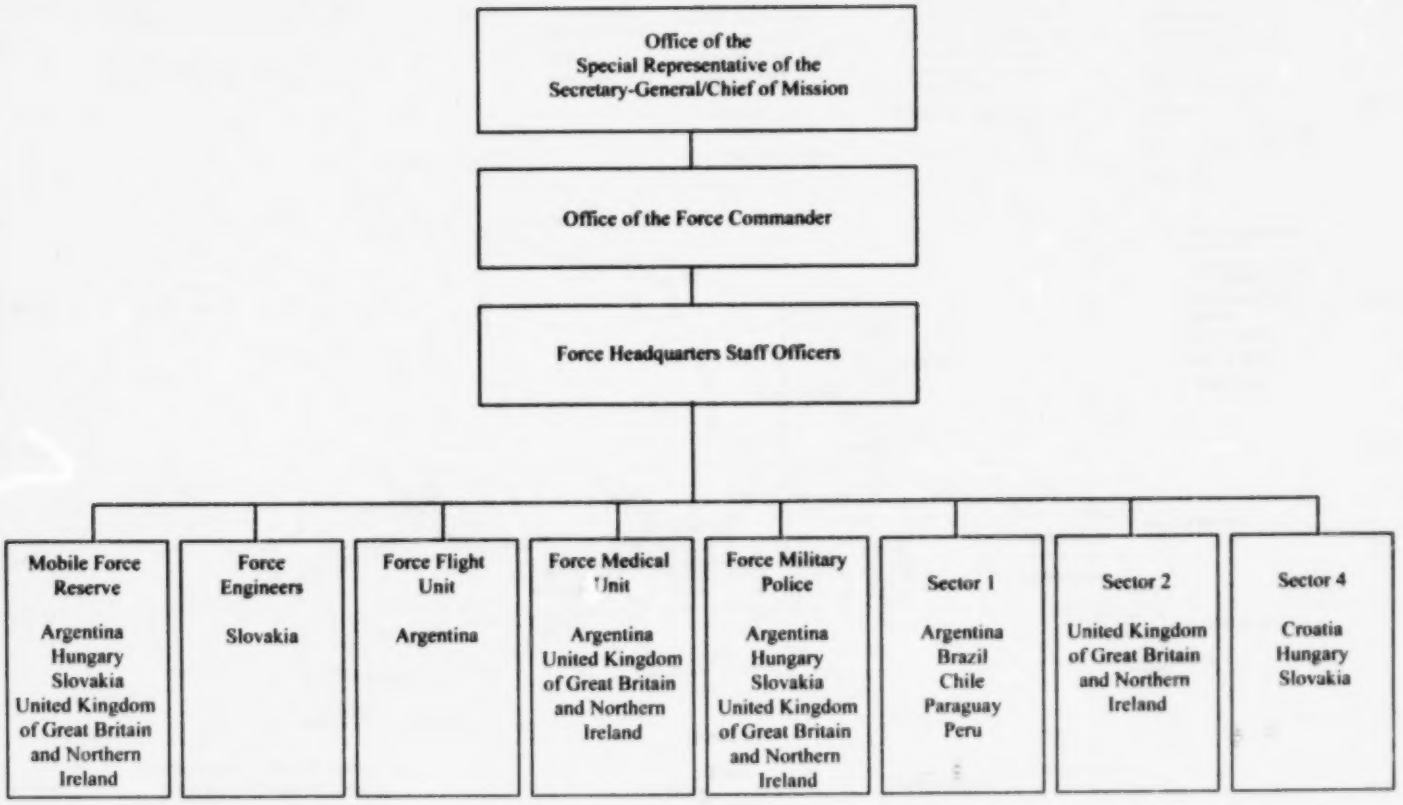
Abbreviations: ASG — Assistant Secretary-General; FS — Field Service; NS — National General Service.

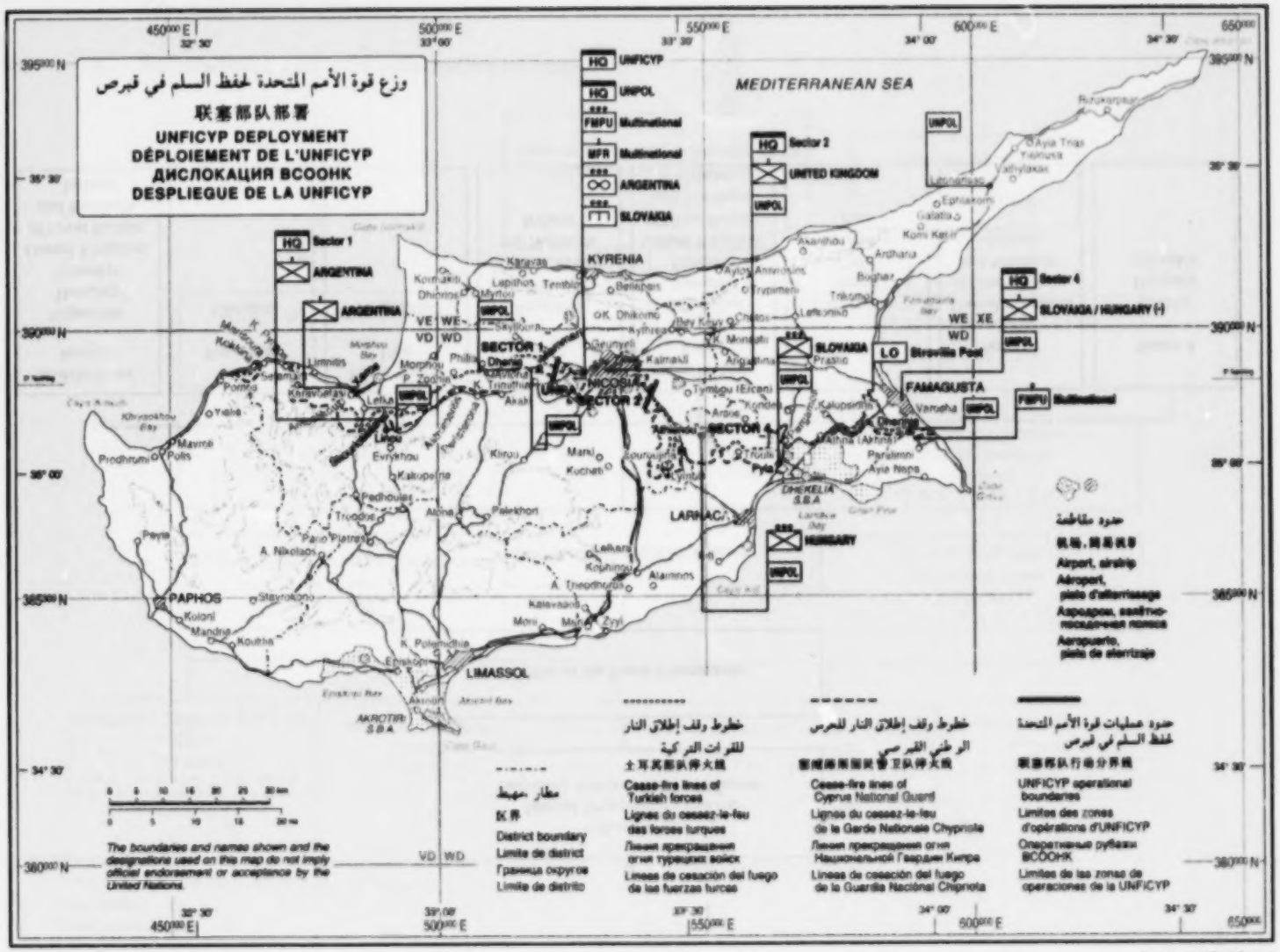
[a] Posts converted to the Field Service category.

[b] New posts.

[c] Redeployed posts.

B. Military component





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Department of Field Support
Cartographic Section

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United Nations A/63/694

General Assembly

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Sixty-third session
Agenda item 123
Human resources management

Amendments to the Staff Regulations

Report of the Secretary-General

I. Introduction

1. Pursuant to section II, paragraph 12, of General Assembly resolution 63/250, the present report contains the proposed amendments to the Staff Regulations that would implement a streamlined system of contracts.

2. Following review by the General Assembly and its decision on the proposed amendments to the Staff Regulations, the Secretary-General would prepare and provisionally promulgate the new set of Staff Rules effective 1 July 2009 and would present the full text of the provisional new Staff Rules to the Assembly for its consideration during the main part of its sixty-fourth session.

II. Amendments relating to the status of staff

3. Annex I provides explanations of the proposed amendments to the current Staff Regulations.

4. Annex II contains the full text of the amended Staff Regulations to implement a streamlined system of contracts, which would come into force on 1 July 2009.

III. Conclusion and recommendation

5. **The General Assembly is requested to approve the amended Staff Regulations, to be effective on 1 July 2009.**

09-22278 (E) 130209

Annex I

Explanation of the proposed amendments to the Staff Regulations, with effect on 1 July 2009

Current text	*Proposed text*	*Explanation for change*
Scope and purpose		
They represent the broad principles of ~~personnel~~ policy for the staffing and administration of the Secretariat.	They represent the broad principles of **human resources** policy for the staffing and administration of the Secretariat.	The proposed change updates the terminology in the Staff Regulations. The same terminology would be used in the new set of staff rules.
Article I: Duties, obligations and privileges		
Regulation 1.1 **Status of staff**		
(e) The Staff Regulations apply to all staff at all levels, including staff of the separately funded organs ~~and staff~~ holding appointments under ~~the 100, 200 and 300 series of~~ the Staff Rules;	(e) The Staff Regulations apply to all staff at all levels, including staff of the separately funded organs, holding appointments under the Staff Rules.	The proposed deletion reflects the mandate of the General Assembly, as contained in its resolution 63/250 (sect. II, para. 2), concerning replacement of the current 100, 200 and 300 series with one new set of Staff Rules applicable to all staff.
Regulation 1.2 **Conflict of interest**		
(n) All staff members at the D-1 ~~or L-6~~ level and above shall be required to file financial disclosure statements on appointment and at intervals thereafter as prescribed by the Secretary-General, in respect of themselves, their spouses and their dependent children, and to assist the Secretary-General in verifying the accuracy of the information submitted when so requested.	(n) All staff members at the D-1 level and above shall be required to file financial disclosure statements on appointment and at intervals thereafter as prescribed by the Secretary-General, in respect of themselves, their spouses and their dependent children, and to assist the Secretary-General in verifying the accuracy of the information submitted when so requested.	The proposed deletion reflects the mandate of the General Assembly, as contained in its resolution 63/250 (sect. II, para. 2), to discontinue the 200 series.

Current text	*Proposed text*	*Explanation for change*
Article III: Salaries and related allowances		
Regulation 3.2		
(a) The Secretary-General shall establish terms and conditions under which an education grant shall be available to a staff member residing and serving outside his or her recognized home country whose dependent child is in full-time attendance at a school, university or similar educational institution of a type that will, in the opinion of the Secretary-General, facilitate the child's reassimilation in the staff member's recognized home country. The grant shall be payable in respect of the child up to the end of the fourth year of post-secondary studies ~~or the award of the first recognized degree, whichever is the earlier~~.	(a) The Secretary-General shall establish terms and conditions under which an education grant shall be available to a staff member residing and serving outside his or her recognized home country whose dependent child is in full-time attendance at a school, university or similar educational institution of a type that will, in the opinion of the Secretary-General, facilitate the child's reassimilation in the staff member's recognized home country. The grant shall be payable in respect of the child up to the end of the fourth year of post-secondary studies.	The proposed change reflects changes made to the eligibility period for the education grant, as approved by the General Assembly in its resolution 61/239 entitled "United Nations common system: report of the International Civil Service Commission". Amendments to the Staff Rules were promulgated provisionally on 14 March 2007 and were subsequently submitted to the Assembly during its sixty-second session.
Article IV: Appointment and promotion		
Regulation 4.4		
The Secretary-General may limit eligibility to apply for vacant posts ~~to be filled by staff members appointed for one year or longer under the 100 series of the Staff Rules~~ to internal candidates, as defined by the Secretary-General.	The Secretary-General may limit eligibility to apply for vacant posts to internal candidates, as defined by the Secretary-General.	The proposed deletion reflects the mandate of the General Assembly, as contained in its resolution 63/250 (sect. II, para. 2), concerning the replacement of the current 100, 200 and 300 series with one new set of Staff Rules applicable to all staff.

Current text	*Proposed text*	*Explanation for change*
Regulation 4.5		
(a) Appointment of Under-Secretaries-General and of Assistant Secretaries-General shall normally be for a period of five years, subject to prolongation or renewal. Other staff members shall be granted ~~either permanent or temporary~~ appointments under such terms and conditions consistent with the present Regulations as the Secretary-General may prescribe;	(a) Appointment of Under-Secretaries-General and of Assistant Secretaries-General shall normally be for a period of **up to** five years, subject to prolongation or renewal. Other staff members shall be granted either **a temporary, fixed-term or continuing appointment** under such terms and conditions consistent with the present Regulations as the Secretary-General may prescribe;	The proposed changes reflect the mandate of the General Assembly, as contained in its resolution 63/250 (sect. II, paras. 2 and 21), concerning the implementation of new streamlined contractual arrangements, namely, temporary, fixed-term and continuing.
(b) The Secretary-General shall prescribe which staff members are eligible for ~~permanent~~ appointments. ~~The probationary period for granting or confirming a permanent appointment shall normally not exceed two years, provided that in individual cases the Secretary-General may extend the probationary period for not more than one additional year.~~	**(b) A temporary appointment does not carry any expectancy, legal or otherwise, of renewal. A temporary appointment shall not be converted to any other type of appointment;** **(c) A fixed-term appointment, irrespective of the length of service, does not carry any expectancy, legal or otherwise, of renewal or conversion to any other type of appointment;** (d) The Secretary-General shall prescribe which staff members are eligible **for consideration for continuing** appointments.	
Article V: Annual and special leave		
Regulation 5.3		
Eligible staff members shall be granted home leave once in every ~~two years~~.	Eligible staff members shall be granted home leave once in every **twenty-four months.**	The proposed change updates the terminology in the Staff Regulations. The same terminology would be used in the new set of Staff Rules.

Current text	*Proposed text*	*Explanation for change*
Article VI: Social security		
Regulation 6.2		
The Secretary-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave and maternity leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the United Nations.	The Secretary-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave, maternity and **paternity** leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the United Nations.	The proposed change reflects the introduction of paternity leave at the United Nations Secretariat as of 23 December 2004, pursuant to General Assembly resolution 59/268 entitled "United Nations common system: report of the International Civil Service Commission". In its resolution 60/238, on human resources management, the Assembly took note of the amendments to the Staff Rules promulgated provisionally on 1 January 2005.
Article VII: Travel and removal expenses		
Regulation 7.2		
Subject to conditions and definitions prescribed by the Secretary-General, the United Nations shall pay removal costs for staff members.	Subject to conditions and definitions prescribed by the Secretary-General, the United Nations shall **in appropriate cases** pay removal costs for staff members.	The proposed change harmonizes the terminology within article VII of the Staff Regulations. The same terminology would be used in the new set of Staff Rules.
Article VIII: Staff relations		
Regulation 8.1		
(a) The Secretary-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other ~~personnel~~ policies;	(a) The Secretary-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other **human resources** policies.	The proposed change updates the terminology in the Staff Regulations. The same terminology would be used in the new set of Staff Rules.

Current text	*Proposed text*	*Explanation for change*
Regulation 8.2		
The Secretary-General shall establish joint staff/management machinery at both local and Secretariat-wide levels to advise him or her regarding ~~personnel~~ policies and general questions of staff welfare as provided in regulation 8.1.	The Secretary-General shall establish joint staff-management machinery at both local and Secretariat-wide levels to advise him or her regarding **human resources** policies and general questions of staff welfare as provided in regulation 8.1.	The proposed change updates the terminology in the Staff Regulations. The same terminology would be used in the new set of Staff Rules.
Article IX: Separation from service		
Regulation 9.1	**Regulation 9.1**	
~~(a) The Secretary-General may terminate the appointment of a staff member who holds a permanent appointment and whose probationary period has been completed, if the necessities of the service require abolition of the post or reduction of the staff, if the services of the individual concerned prove unsatisfactory or if he or she is, for reasons of health, incapacitated for further service;~~ ~~The Secretary-General may also, giving the reasons therefor, terminate the appointment of a staff member who holds a permanent appointment:~~ ~~(i) If the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by Article 101, paragraph 3, of the Charter;~~	Staff members may resign from service upon giving the Secretary-General the notice required under the terms of their appointment.	The proposed changes to article IX reflect the reorganization of the article into a more logical sequence. The different types of separation are set out in the following order: resignation, retirement and termination. Accordingly, proposed staff regulation 9.1 would cover resignation. The proposed text is identical to that of current staff regulation 9.2.

Current text	*Proposed text*	*Explanation for change*
~~(ii) If facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, should, under the standards established in the Charter, have precluded his or her appointment;~~		
~~No termination under subparagraphs (i) and (ii) shall take place until the matter has been considered and reported on by a special advisory board appointed for that purpose by the Secretary-General;~~		
~~Finally, the Secretary-General may terminate the appointment of a staff member who holds a permanent appointment if such action would be in the interest of the good administration of the Organization and in accordance with the standards~~		
~~(b) The Secretary-General may terminate the appointment of a staff member with a fixed-term appointment prior to the expiration date for any of the reasons specified in subparagraph (a) above, or for such other reason as may be specified in the letter of appointment;~~		
~~(c) In the case of all other staff members, including staff members serving a probationary period for a permanent appointment, the Secretary-General may, at any time, terminate the appointment if, in his or her opinion, such action would be in the interest of the United Nations.~~		

Current text	*Proposed text*	*Explanation for change*
Regulation 9.2 Staff members may resign from the Secretariat upon giving the Secretary-General the notice required under the terms of their appointment.	**Regulation 9.2** Staff members shall not be retained in active service beyond the age of sixty years or, if appointed on or after 1 January 1990, beyond the age of sixty-two years. The Secretary-General may, in the interest of the Organization, extend this age limit in exceptional cases.	Proposed staff regulation 9.2 would cover retirement. The proposed text is identical to that of current staff regulation 9.5.
Regulation 9.3 (a) If the Secretary-General terminates an appointment, the staff member shall be given such notice and such indemnity payment as may be applicable under the Staff Regulations and Staff Rules. Payments of termination indemnity shall be made by the Secretary-General in accordance with the rates and conditions specified in annex III to the present Regulations;	**Regulation 9.3** (a) The Secretary-General may terminate the appointment of a staff member **who holds a temporary, fixed-term or continuing appointment in accordance with the terms of his or her appointment or for any of the following reasons:** (i) If the necessities of service require abolition of the post or reduction of the staff; (ii) If the services of the staff member prove unsatisfactory; (iii) If the staff member is, for reasons of health, incapacitated for further service; (iv) If the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by Article 101, paragraph 3, of the Charter;	Proposed staff regulation 9.3 would cover termination. The proposed changes reflect the mandate of the General Assembly during its sixty-third session, as contained in its resolution 63/250 (sect. II, para. 2), concerning the implementation of new streamlined contractual arrangements, including the grounds for termination of a continuing appointment. Under paragraph (a), the proposed text reflects the reorganization of current staff regulation 9.1, in order to clearly list the grounds for termination for all three types of appointments, namely, temporary, fixed-term and continuing.

Current text	*Proposed text*	*Explanation for change*
	(v) If facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, should, under the standards established in the Charter, have precluded his or her appointment;	
	(vi) In the interest of the good administration of the Organization and in accordance with the standards of the Charter, **if mutually agreed by the staff member and the Secretary-General**, provided that the action is not contested by the staff member concerned;	
(b) The Secretary-General may, where the circumstances warrant and he or she considers it justified, pay to a staff member terminated under ~~the final paragraph of staff regulation 9.1 (a)~~ a termination indemnity payment not more than 50 per cent higher than that which would otherwise be payable under the Staff Regulations.	**(b) In addition, in the case of a staff member holding a continuing appointment, the Secretary-General may terminate the appointment without the consent of the staff member if, in the opinion of the Secretary-General, such action would be in the interest of the good administration of the Organization and in accordance with the standards of the Charter;**	A new paragraph (b) has been added to include termination, in the interest of the good administration of the Organization, of the continuing appointment of a staff member, without the consent of the staff member.
	(c) If the Secretary-General terminates an appointment, the staff member shall be given such notice and such indemnity payment as may be applicable under the Staff Regulations and Staff Rules. Payments of termination indemnity shall be made by the Secretary-General in accordance with the rates and conditions specified in annex III to the present Regulations;	The proposed text under paragraph (c) is identical to that of current staff regulation 9.3 (a).

Current text	*Proposed text*	*Explanation for change*
	(d) The Secretary-General may, where the circumstances warrant and he or she considers it justified, pay to a staff member terminated under **(a) (vi) above** a termination indemnity payment not more than 50 per cent higher than that which would otherwise be payable under the Staff Regulations.	The proposed text under paragraph (d) is identical to that of current staff regulation 9.3 (b). The cross-reference was updated.

Article X: Disciplinary measures

This article contains the text approved by the General Assembly during its sixty-third session, as per resolution 63/253 entitled "Administration of justice at the United Nations". The full text of the approved staff regulations under this article is contained in annex II to the present report.

Article XI: Appeals

Regulation 11.1

(a) The United Nations Dispute Tribunal shall, under conditions prescribed in its statute, hear and render judgment on an application from a staff member alleging non compliance with his or her terms of appointment or ~~conditions~~ of employment, including all pertinent regulations and rules;	(a) The United Nations Dispute Tribunal shall, under conditions prescribed in its statute **and rules**, hear and render judgment on an application from a staff member alleging non compliance with his or her terms of appointment or **the contract** of employment, including all pertinent regulations and rules;	The proposed changes align the language of the proposed staff regulation with the Statute of the United Nations Dispute Tribunal, as approved by the General Assembly in its resolution 63/253 entitled "Administration of justice at the United Nations".

Current text	*Proposed text*	*Explanation for change*
Annex I: Salary scales and related provisions		
6. The Secretary-General shall fix the salary scales for staff members in the General Service and ~~related~~ categories, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations Office concerned, provided that the Secretary-General may, where he or she deems it appropriate, establish rules and salary limits for payment of a non-resident allowance to General Service staff members recruited from outside the local area.	6. The Secretary-General shall fix the salary scales for staff members in the General Service and **other locally recruited** categories, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations Office concerned, provided that the Secretary-General may, where he or she deems it appropriate, establish rules and salary limits for payment of a non-resident allowance to General Service staff members recruited from outside the local area.	The proposed change updates the terminology in the Staff Regulations. The same terminology would be used in the new set of Staff Rules.
Annex II: Letters of appointment		
	(vii) That a temporary appointment does not carry any expectancy, legal or otherwise, of renewal. A temporary appointment shall not be converted to any other type of appointment;	The proposed additional subparagraphs reflect the mandate of the General Assembly, as contained in its resolution 63/250, concerning the implementation of new streamlined contractual arrangements, namely, temporary, fixed-term and continuing.
	(viii) That a fixed-term appointment, irrespective of the length of service, does not carry any expectancy, legal or otherwise, of renewal or conversion to any other type of appointment;	Subparagraph (viii) in particular responds to the request of the General Assembly as expressed in section II, paragraph 21, of its resolution 63/250, on human resources management.

Current text	*Proposed text*	*Explanation for change*
Annex III: Termination indemnity		
	(Annex II to the present report contains the full text of the proposed amended Staff Regulations of the United Nations. Within that annex, see the table contained in annex III, entitled termination indemnity)	The proposed changes to the schedule (table) and to the text reflect the mandates of the General Assembly, as contained in its resolutions 63/253 and 63/250, concerning the administration of justice and the implementation of new streamlined contractual arrangements, namely, temporary, fixed-term and continuing.
(c) A staff member whose appointment is terminated for unsatisfactory service or who for disciplinary reasons is ~~dismissed~~ for misconduct other than by ~~summary~~ dismissal may be paid, at the discretion of the Secretary-General, an indemnity not exceeding one half of the indemnity provided under paragraph (a) of the present annex;	(c) A staff member whose appointment is terminated for unsatisfactory service or who for disciplinary reasons is **separated** for misconduct other than by dismissal may be paid, at the discretion of the Secretary-General, an indemnity not exceeding one half of the indemnity provided under paragraph (a) of the present annex;	
(d) No indemnity payments shall be made to:	(d) No indemnity payments shall be made to:	
A staff member who resigns, except where termination notice has been given and the termination date agreed upon;	(i) A staff member who resigns, except where termination notice has been given and the termination date agreed upon;	
A staff member who has a temporary ~~appointment that is not for~~ a fixed term ~~and that is terminated during the first year of service;~~	(ii) A staff member who has a temporary **or** a fixed-term **appointment** that is completed on the expiration date specified in the letter of appointment;	
A staff member who has a ~~temporary appointment for a fixed term~~ that is completed on the expiration date specified in the letter of appointment;	(iii) A staff member who is dismissed;	
	(iv) A staff member who abandons his or her post;	
A staff member who is ~~summarily~~ dismissed;	(v) A staff member who is retired under the Regulations of the United Nations Joint Staff Pension Fund.	

Current text	*Proposed text*	*Explanation for change*
A staff member who abandons his or her post; A staff member who is retired under the Regulations of the United Nations Joint Staff Pension Fund.		
(e) Personnel specifically engaged for conference and other short-term service ~~or for service with a mission~~, as consultants or as experts, and staff members who are locally recruited for service in established offices away from Headquarters may be paid termination indemnity if and as provided in their letters of appointment.	(e) Personnel specifically engaged for conference and other short-term service, as consultants or as experts, and staff members who are locally recruited for service in established offices away from Headquarters may be paid termination indemnity if and as provided in their letters of appointment.	

Annex II

Full text of the proposed amended Staff Regulations of the United Nations

Contents

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Staff Regulations of the United Nations

Scope and purpose

The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of the United Nations Secretariat. They represent the broad principles of human resources policy for the staffing and administration of the Secretariat. For the purposes of these Regulations, the expressions "United Nations Secretariat", "staff members" or "staff" shall refer to all the staff members of the Secretariat, within the meaning of Article 97 of the Charter of the United Nations, whose employment and contractual relationship are defined by a letter of appointment subject to regulations promulgated by the General Assembly pursuant to Article 101, paragraph 1, of the Charter. The Secretary-General, as the chief administrative officer, shall provide and enforce such staff rules consistent with these principles as he or she considers necessary.

Article I
Duties, obligations and privileges

Regulation 1.1
Status of staff

(a) Staff members are international civil servants. Their responsibilities as staff members are not national but exclusively international;

(b) Staff members shall make the following written declaration witnessed by the Secretary-General or his or her authorized representative:

> "I solemnly declare and promise to exercise in all loyalty, discretion and conscience the functions entrusted to me as an international civil servant of the United Nations, to discharge these functions and regulate my conduct with the interests of the United Nations only in view, and not to seek or accept instructions in regard to the performance of my duties from any Government or other source external to the Organization.
>
> "I also solemnly declare and promise to respect the obligations incumbent upon me as set out in the Staff Regulations and Rules."

(c) The Secretary-General shall ensure that the rights and duties of staff members, as set out in the Charter and the Staff Regulations and Rules and in the relevant resolutions and decisions of the General Assembly, are respected;

(d) The Secretary-General shall seek to ensure that the paramount consideration in the determination of the conditions of service shall be the necessity of securing staff of the highest standards of efficiency, competence and integrity;

(e) The Staff Regulations apply to all staff at all levels, including staff of the separately funded organs, holding appointments under the Staff Rules;

(f) The privileges and immunities enjoyed by the United Nations by virtue of Article 105 of the Charter are conferred in the interests of the Organization. These privileges and immunities furnish no excuse to the staff members who are covered by them to fail to observe laws and police regulations of the State in which

they are located nor do they furnish an excuse for non-performance of their private obligations. In any case where an issue arises regarding the application of these privileges and immunities, the staff member shall immediately report the matter to the Secretary-General, who alone may decide whether such privileges and immunities exist and whether they shall be waived in accordance with the relevant instruments.

Regulation 1.2
Basic rights and obligations of staff

Core values

(a) Staff members shall uphold and respect the principles set out in the Charter, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them;

(b) Staff members shall uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status;

General rights and obligations

(c) Staff members are subject to the authority of the Secretary-General and to assignment by him or her to any of the activities or offices of the United Nations. In exercising this authority the Secretary-General shall seek to ensure, having regard to the circumstances, that all necessary safety and security arrangements are made for staff carrying out the responsibilities entrusted to them;

(d) In the performance of their duties staff members shall neither seek nor accept instructions from any Government or from any other source external to the Organization;

(e) By accepting appointment, staff members pledge themselves to discharge their functions and regulate their conduct with the interests of the Organization only in view. Loyalty to the aims, principles and purposes of the United Nations, as set forth in its Charter, is a fundamental obligation of all staff members by virtue of their status as international civil servants;

(f) While staff members' personal views and convictions, including their political and religious convictions, remain inviolable, staff members shall ensure that those views and convictions do not adversely affect their official duties or the interests of the United Nations. They shall conduct themselves at all times in a manner befitting their status as international civil servants and shall not engage in any activity that is incompatible with the proper discharge of their duties with the United Nations. They shall avoid any action and, in particular, any kind of public pronouncement that may adversely reflect on their status, or on the integrity, independence and impartiality that are required by that status;

(g) Staff members shall not use their office or knowledge gained from their official functions for private gain, financial or otherwise, or for the private gain of

any third party, including family, friends and those they favour. Nor shall staff members use their office for personal reasons to prejudice the positions of those they do not favour;

(h) Staff members may exercise the right to vote but shall ensure that their participation in any political activity is consistent with, and does not reflect adversely upon, the independence and impartiality required by their status as international civil servants;

(i) Staff members shall exercise the utmost discretion with regard to all matters of official business. They shall not communicate to any Government, entity, person or any other source any information known to them by reason of their official position that they know or ought to have known has not been made public, except as appropriate in the normal course of their duties or by authorization of the Secretary-General. These obligations do not cease upon separation from service;

Honours, gifts or remuneration

(j) No staff member shall accept any honour, decoration, favour, gift or remuneration from any Government;

(k) If refusal of an unanticipated honour, decoration, favour or gift from a Government would cause embarrassment to the Organization, the staff member may receive it on behalf of the Organization and then report and entrust it to the Secretary-General, who will either retain it for the Organization or arrange for its disposal for the benefit of the Organization or for a charitable purpose;

(l) No staff member shall accept any honour, decoration, favour, gift or remuneration from any non-governmental source without first obtaining the approval of the Secretary-General;

Conflict of interest

(m) Staff members shall not be actively associated with the management of, or hold a financial interest in, any profit-making, business or other concern, if it were possible for the staff member or the profit-making, business or other concern to benefit from such association or financial interest by reason of his or her position with the United Nations;

(n) All staff members at the D-1 level and above shall be required to file financial disclosure statements on appointment and at intervals thereafter as prescribed by the Secretary-General, in respect of themselves, their spouses and their dependent children, and to assist the Secretary-General in verifying the accuracy of the information submitted when so requested. The financial disclosure statements shall include certification that the assets and economic activities of the staff members, their spouses and their dependent children do not pose a conflict of interest with their official duties or the interests of the United Nations. The financial disclosure statements will remain confidential and will only be used, as prescribed by the Secretary-General, in making determinations pursuant to staff regulation 1.2 (m). The Secretary-General may require other staff to file financial disclosure statements as he or she deems necessary in the interest of the Organization;

Outside employment and activities

(o) Staff members shall not engage in any outside occupation or employment, whether remunerated or not, without the approval of the Secretary-General;

(p) The Secretary-General may authorize staff members to engage in an outside occupation or employment, whether remunerated or not, if:

(i) The outside occupation or employment does not conflict with the staff member's official functions or the status of an international civil servant;

(ii) The outside occupation or employment is not against the interest of the United Nations; and

(iii) The outside occupation or employment is permitted by local law at the duty station or where the occupation or employment occurs;

Use of property and assets

(q) Staff members shall use the property and assets of the Organization only for official purposes and shall exercise reasonable care when utilizing such property and assets;

(r) Staff members must respond fully to requests for information from staff members and other officials of the Organization authorized to investigate the possible misuse of funds, waste or abuse.

Regulation 1.3
Performance of staff

(a) Staff members are accountable to the Secretary-General for the proper discharge of their functions. Staff members are required to uphold the highest standards of efficiency, competence and integrity in the discharge of their functions. Their performance will be appraised periodically to ensure that the required standards of performance are met;

(b) The whole time of staff members shall be at the disposal of the Secretary-General for the performance of official functions. The Secretary-General shall establish a normal working week and shall establish official holidays for each duty station. Exceptions may be made by the Secretary-General as the needs of the service may require, and staff members shall be required to work beyond the normal tour of duty when requested to do so.

Article II
Classification of posts and staff

Regulation 2.1

In conformity with principles laid down by the General Assembly, the Secretary-General shall make appropriate provision for the classification of posts and staff according to the nature of the duties and responsibilities required.

Article III
Salaries and related allowances

Regulation 3.1

Salaries of staff members shall be fixed by the Secretary-General in accordance with the provisions of annex I to the present Regulations.

Regulation 3.2

(a) The Secretary-General shall establish terms and conditions under which an education grant shall be available to a staff member residing and serving outside his or her recognized home country whose dependent child is in full-time attendance at a school, university or similar educational institution of a type that will, in the opinion of the Secretary-General, facilitate the child's reassimilation in the staff member's recognized home country. The grant shall be payable in respect of the child up to the end of the fourth year of post-secondary studies. The amount of the grant per scholastic year for each child shall be 75 per cent of the admissible educational expenses actually incurred, subject to a maximum grant as approved by the General Assembly. Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, except that in the case of staff members serving at designated duty stations where schools do not exist that provide schooling in the language or in the cultural tradition desired by staff members for their children, such travel costs may be paid twice in the year in which the staff member is not entitled to home leave. Such travel shall be by a route approved by the Secretary-General but not in an amount exceeding the cost of such a journey between the home country and the duty station;

(b) The Secretary-General shall also establish terms and conditions under which, at designated duty stations, an additional amount of 100 per cent of boarding costs subject to a maximum amount per year as approved by the General Assembly may be paid in respect of children in school attendance at the primary and secondary levels;

(c) The Secretary-General shall also establish terms and conditions under which an education grant shall be available to a staff member serving in a country whose language is different from his or her own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his or her own;

(d) The Secretary-General shall also establish terms and conditions under which an education grant shall be available to a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training to prepare him or her for full integration into society or, while attending a normal educational institution, requires special teaching or training to assist him or her in overcoming the disability. The amount of this grant per year for each disabled child shall be equal to 100 per cent of the education expenses actually incurred, up to a maximum amount approved by the General Assembly;

(e) The Secretary-General may decide in each case whether the education grant shall extend to adopted children or stepchildren.

Regulation 3.3

(a) An assessment at the rates and under the conditions specified below shall be applied to the salaries and such other emoluments of staff members as are computed on the basis of salary, excluding post adjustments, provided that the Secretary-General may, where he or she deems it advisable, exempt from the assessment the salaries and emoluments of staff members engaged at locality rates;

(b) (i) The assessment shall be calculated at the following rates for staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations:

Assessment

Total assessable payments (United States dollars)	*Staff assessment rates for purposes of pensionable remuneration and pensions (percentage)*
Up to 20,000 per year	11
20,001 to 40,000 per year	18
40,001 to 60,000 per year	25
60,001 and above per year	30

Staff assessment rates used in conjunction with gross base salaries (effective 1 January 2006)

A. Staff assessment rates for staff member with dependants

Assessable payments (United States dollars)	*Staff assessment rates for those with a dependent spouse or dependent child (percentage)*
First 50,000 per year	19
Next 50,000 per year	28
Next 50,000 per year	32
Remaining assessable payments	35

B. Staff assessment for staff members without dependants

Staff assessment amounts for those with neither a dependent spouse nor a dependent child would be equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.

(ii) The assessment shall be calculated at the following rates for staff members whose salary rates are established under paragraph 6 of annex I to the present Regulations:

Total assessable payments (United States dollars)	*Assessment (percentage)*
Up to 20,000 per year	19
20,001 to 40,000 per year	23
40,001 to 60,000 per year	26
60,001 and above per year	31

(iii) The Secretary-General shall determine which of the scales of assessment set out in subparagraphs (i) and (ii) above shall apply to each of the groups of personnel whose salary rates are established under paragraph 5 of annex I to the present Regulations;

(iv) In the case of staff members whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment applies shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff member concerned are approved;

(c) In the case of a person who is not employed by the United Nations for the whole of a calendar year or in cases where there is a change in the annual rate of payments made to a staff member, the rate of assessment shall be governed by the annual rate of each such payment made to him or her;

(d) The assessment computed under the foregoing provisions of the present regulation shall be collected by the United Nations by withholding it from payments. No part of the assessment so collected shall be refunded because of cessation of employment during the calendar year;

(e) Revenue derived from staff assessment not otherwise disposed of by specific resolution of the General Assembly shall be credited to the Tax Equalization Fund established by General Assembly resolution 973 A (X);

(f) Where a staff member is subject both to staff assessment under this plan and to national income taxation in respect of the salaries and emoluments paid to him or her by the United Nations, the Secretary-General is authorized to refund to him or her the amount of staff assessment collected from him or her provided that:

(i) The amount of such refund shall in no case exceed the amount of his or her income taxes paid and payable in respect of his or her United Nations income;

(ii) If the amount of such income taxes exceeds the amount of staff assessment, the Secretary-General may also pay to the staff member the amount of such excess;

(iii) Payments made in accordance with the provisions of the present regulation shall be charged to the Tax Equalization Fund;

(iv) A payment under the conditions prescribed in the three preceding subparagraphs is authorized in respect of dependency benefits and post adjustments, which are not subject to staff assessment but may be subject to national income taxation.

Regulation 3.4

(a) Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations shall be entitled to receive dependency allowances for a dependent child, for a disabled child and for a secondary dependant at rates approved by the General Assembly as follows:

(i) The staff member shall receive an allowance for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment under subparagraph (b) (i) of regulation 3.3;

(ii) The staff member shall receive a special allowance for each disabled child. However, if the staff member has no dependent spouse and is entitled to the dependency rate of staff assessment under subparagraph (b) (i) of regulation 3.3 in respect of a disabled child, the allowance shall be the same as the allowance for a dependent child in (i) above;

(iii) Where there is no dependent spouse, a single annual allowance shall be paid for a secondary dependant in respect of either a dependent parent, a dependent brother or a dependent sister;

(b) If both husband and wife are staff members, one may claim, for dependent children, under subparagraph (a) (i) and (ii) above, in which case the other may claim only under subparagraph (a) (iii) above, if otherwise entitled;

(c) With a view to avoiding duplication of benefits and in order to achieve equality between staff members who receive dependency benefits under applicable laws in the form of governmental grants and staff members who do not receive such dependency benefits, the Secretary-General shall prescribe conditions under which the dependency allowance for a child specified in subparagraph (a) (i) above shall be payable only to the extent that the dependency benefits enjoyed by the staff member or his or her spouse under applicable laws amount to less than such a dependency allowance;

(d) Staff members whose salary rates are set by the Secretary-General under paragraph 5 or paragraph 6 of annex I to the present Regulations shall be entitled to receive dependency allowances at rates and under conditions determined by the Secretary-General, due regard being given to the circumstances in the locality in which the office is located;

(e) Claims for dependency allowances shall be submitted in writing and supported by evidence satisfactory to the Secretary-General. A separate claim for dependency allowances shall be made each year.

Article IV
Appointment and promotion

Regulation 4.1

As stated in Article 101 of the Charter, the power of appointment of staff members rests with the Secretary-General. Upon appointment, each staff member, including a staff member on secondment from government service, shall receive a

letter of appointment in accordance with the provisions of annex II to the present Regulations and signed by the Secretary-General or by an official in the name of the Secretary-General.

Regulation 4.2

The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Regulation 4.3

In accordance with the principles of the Charter, selection of staff members shall be made without distinction as to race, sex or religion. So far as practicable, selection shall be made on a competitive basis.

Regulation 4.4

Subject to the provisions of Article 101, paragraph 3, of the Charter, and without prejudice to the recruitment of fresh talent at all levels, the fullest regard shall be had, in filling vacancies, to the requisite qualifications and experience of persons already in the service of the United Nations. This consideration shall also apply, on a reciprocal basis, to the specialized agencies brought into relationship with the United Nations. The Secretary-General may limit eligibility to apply for vacant posts to internal candidates, as defined by the Secretary-General. If so, other candidates shall be allowed to apply, under conditions to be defined by the Secretary-General, when no internal candidate meets the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the post.

Regulation 4.5

(a) Appointment of Under-Secretaries-General and of Assistant Secretaries-General shall normally be for a period of up to five years, subject to prolongation or renewal. Other staff members shall be granted either a temporary, fixed-term or continuing appointment under such terms and conditions consistent with the present Regulations as the Secretary-General may prescribe;

(b) A temporary appointment does not carry any expectancy, legal or otherwise, of renewal. A temporary appointment shall not be converted to any other type of appointment;

(c) A fixed-term appointment, irrespective of the length of service, does not carry any expectancy, legal or otherwise, of renewal or conversion to any other type of appointment;

(d) The Secretary-General shall prescribe which staff members are eligible for consideration for continuing appointments.

Regulation 4.6

The Secretary-General shall establish appropriate medical standards that staff members shall be required to meet before appointment.

Article V
Annual and special leave

Regulation 5.1

Staff members shall be allowed appropriate annual leave.

Regulation 5.2

Special leave may be authorized by the Secretary-General in exceptional cases.

Regulation 5.3

Eligible staff members shall be granted home leave once in every twenty-four months. However, in the case of designated duty stations having very difficult conditions of life and work, eligible staff members shall be granted home leave once in every twelve months. A staff member whose home country is either the country of his or her official duty station or the country of his or her normal residence while in United Nations service shall not be eligible for home leave.

Article VI
Social security

Regulation 6.1

Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that Fund.

Regulation 6.2

The Secretary-General shall establish a scheme of social security for the staff, including provisions for health protection, sick leave, maternity and paternity leave, and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the United Nations.

Article VII
Travel and removal expenses

Regulation 7.1

Subject to conditions and definitions prescribed by the Secretary-General, the United Nations shall in appropriate cases pay the travel expenses of staff members, their spouses and dependent children.

Regulation 7.2

Subject to conditions and definitions prescribed by the Secretary-General, the United Nations shall in appropriate cases pay removal costs for staff members.

Article VIII
Staff relations

Regulation 8.1

(a) The Secretary-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other human resources policies;

(b) Staff representative bodies shall be established and shall be entitled to initiate proposals to the Secretary-General for the purpose set forth in paragraph (a) above. They shall be organized in such a way as to afford equitable representation to all staff members, by means of elections that shall take place at least biennially under electoral regulations drawn up by the respective staff representative body and agreed to by the Secretary-General.

Regulation 8.2

The Secretary-General shall establish joint staff-management machinery at both local and Secretariat-wide levels to advise him or her regarding human resources policies and general questions of staff welfare as provided in regulation 8.1.

Article IX
Separation from service

Regulation 9.1

Staff members may resign from service upon giving the Secretary-General the notice required under the terms of their appointment.

Regulation 9.2

Staff members shall not be retained in active service beyond the age of sixty years or, if appointed on or after 1 January 1990, beyond the age of sixty-two years. The Secretary-General may, in the interest of the Organization, extend this age limit in exceptional cases.

Regulation 9.3

(a) The Secretary-General may terminate the appointment of a staff member who holds a temporary, a fixed-term or a continuing appointment in accordance with the terms of his or her appointment or for any of the following reasons:

(i) If the necessities of service require abolition of the post or reduction of the staff;

(ii) If the services of the staff member prove unsatisfactory;

(iii) If the staff member is, for reasons of health, incapacitated for further service;

(iv) If the conduct of the staff member indicates that the staff member does not meet the highest standards of integrity required by Article 101, paragraph 3, of the Charter;

(v) If facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, if they had been known at the time of his or her appointment, should, under the standards established in the Charter, have precluded his or her appointment;

(vi) In the interest of the good administration of the Organization and in accordance with the standards of the Charter, if mutually agreed by the staff member and the Secretary-General, provided that the action is not contested by the staff member concerned;

(b) In addition, in the case of a staff member holding a continuing appointment, the Secretary-General may terminate the appointment without the consent of the staff member if, in the opinion of the Secretary-General, such action would be in the interest of the good administration of the Organization and in accordance with the standards of the Charter;

(c) If the Secretary-General terminates an appointment, the staff member shall be given such notice and such indemnity payment as may be applicable under the Staff Regulations and Staff Rules. Payments of termination indemnity shall be made by the Secretary-General in accordance with the rates and conditions specified in annex III to the present Regulations;

(d) The Secretary-General may, where the circumstances warrant and he or she considers it justified, pay to a staff member terminated under staff regulation 9.3 (a) (vi) a termination indemnity payment not more than 50 per cent higher than that which would otherwise be payable under the Staff Regulations.

Regulation 9.4

The Secretary-General shall establish a scheme for the payment of repatriation grant in accordance with the maximum rates and under the conditions specified in annex IV of these Regulations.

Article X
Disciplinary measures

Regulation 10.1

(a) The Secretary-General may impose disciplinary measures on staff members who engage in misconduct;

(b) Sexual exploitation and sexual abuse constitute serious misconduct.

Article XI
Appeals

Regulation 11.1

There shall be a two-tier formal system of administration of justice:

(a) The United Nations Dispute Tribunal shall, under conditions prescribed in its statute and rules, hear and render judgment on an application from a staff member alleging non-compliance with his or her terms of appointment or the contract of employment, including all pertinent regulations and rules;

(b) The United Nations Appeals Tribunal shall, under conditions prescribed in its statute and rules, exercise appellate jurisdiction over an appeal of a judgment rendered by the United Nations Dispute Tribunal submitted by either party.

Article XII
General provisions

Regulation 12.1

The present Regulations may be supplemented or amended by the General Assembly, without prejudice to the acquired rights of staff members.

Regulation 12.2

Such staff rules and amendments as the Secretary-General may make to implement the present Regulations shall be provisional until the requirements of regulations 12.3 and 12.4 below have been met.

Regulation 12.3

The full text of provisional staff rules and amendments shall be reported annually to the General Assembly. Should the Assembly find that a provisional rule and/or amendment is inconsistent with the intent and purpose of the Regulations, it may direct that the rule and/or amendment be withdrawn or modified.

Regulation 12.4

The provisional rules and amendments reported by the Secretary-General, taking into account such modifications and/or deletions as may be directed by the General Assembly, shall enter into full force and effect on 1 January following the year in which the report is made to the Assembly.

Regulation 12.5

Staff rules shall not give rise to acquired rights within the meaning of regulation 12.1 while they are provisional.

Annex I

Salary scales and related provisions

1. The Secretary-General shall establish the salary of the Administrator of the United Nations Development Programme and the salaries of United Nations officials in the Director category and above, in accordance with amounts determined by the General Assembly, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances that are available to staff members generally.

2. The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to United Nations officials in the Director category and above to compensate for such special costs as may be reasonably incurred, in the interests of the Organization, in the performance of duties assigned to them by the Secretary-General. Similar additional payments in similar circumstances may be made to heads of offices away from Headquarters. The maximum total amount of such payments is to be determined in the programme budget by the General Assembly.

3. Except as provided in paragraph 5 of the present annex, the salary scales and the scales of post adjustment for staff members in the Professional and higher categories shall be as shown in the present annex.

4. Subject to satisfactory service, salary increments within the levels set forth in paragraph 3 of the present annex shall be awarded annually, except that any increments above step XI of the Associate Officer level, step XIII of the Second Officer level, step XII of the First Officer level, step X of the Senior Officer level and step IV of the Principal Officer level shall be preceded by two years at the previous step. The Secretary-General is authorized to reduce the interval between salary increments to ten months and twenty months, respectively, in the case of staff subject to geographical distribution who have an adequate and confirmed knowledge of a second official language of the United Nations.

5. The Secretary-General shall determine the salary rates to be paid to personnel specifically engaged for short-term missions, conference and other short-term service, to consultants, to Field Service personnel and to technical assistance experts.

6. The Secretary-General shall fix the salary scales for staff members in the General Service and other locally recruited categories, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations Office concerned, provided that the Secretary-General may, where he or she deems it appropriate, establish rules and salary limits for payment of a non-resident allowance to General Service staff members recruited from outside the local area. The gross pensionable remuneration of such staff shall be determined in accordance with the methodology specified in article 54 (a) of the Regulations of the United Nations Joint Staff Pension Fund and are shown in the salary scales applicable to such staff.

7. The Secretary-General shall establish rules under which a language allowance may be paid to staff members in the General Service category who pass an appropriate test and demonstrate continued proficiency in the use of two or more official languages.

8. In order to preserve equivalent standards of living at different offices, the Secretary-General may adjust the basic salaries set forth in paragraphs 1 and 3 of the present annex by the application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment.

9. No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.

Salary scale for staff in the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2009

(United States dollars)

		STEPS														
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG	Gross	194 820														
	Net D	139 633														
	Net S	125 663														
ASG	Gross	177 032														
	Net D	128 071														
	Net S	115 973														
			*	*	*	*	*									
D-2	Gross	145 112	148 187	151 322	154 540	157 757	160 974									
	Net D	107 176	109 267	111 359	113 451	115 542	117 633									
	Net S	98 461	100 226	101 985	103 737	105 486	107 225									
						*	*	*	*	*						
D-1	Gross	132 609	135 310	138 006	140 707	143 409	146 107	148 809	151 578	154 402						
	Net D	98 674	100 511	102 344	104 181	106 018	107 853	109 690	111 526	113 361						
	Net S	91 206	92 802	94 394	95 982	97 568	99 150	100 725	102 300	103 870						
												*	*	*		
P-5	Gross	109 690	111 987	114 285	116 581	118 879	121 175	123 474	125 771	128 068	130 365	132 662	134 959	137 257		
	Net D	83 089	84 651	86 214	87 775	89 338	90 899	92 462	94 024	95 586	97 148	98 710	100 272	101 835		
	Net S	77 190	78 578	79 962	81 345	82 726	84 102	85 478	86 851	88 222	89 590	90 956	92 318	93 680		
														*	*	*
P-4	Gross	89 982	92 075	94 168	96 261	98 356	100 475	102 694	104 909	107 126	109 340	111 559	113 774	115 991	118 209	120 426
	Net D	69 287	70 794	72 301	73 808	75 316	76 823	78 332	79 838	81 346	82 851	84 360	85 866	87 374	88 882	90 390
	Net S	64 521	65 894	67 266	68 634	70 002	71 369	72 735	74 098	75 460	76 822	78 181	79 540	80 898	82 254	83 609
															*	*
P-3	Gross	73 546	75 483	77 424	79 358	81 299	83 235	85 172	87 113	89 050	90 988	92 928	94 863	96 803	98 739	100 716
	Net D	57 453	58 848	60 245	61 638	63 035	64 429	65 824	67 221	68 616	70 011	71 408	72 801	74 198	75 592	76 987
	Net S	53 629	54 912	56 198	57 480	58 765	60 046	61 328	62 614	63 895	65 178	66 457	67 737	69 014	70 294	71 573
													*			
P-2	Gross	59 908	61 643	63 375	65 110	66 843	68 575	70 310	72 039	73 775	75 510	77 242	78 978			
	Net D	47 634	48 883	50 130	51 379	52 627	53 874	55 123	56 368	57 618	58 867	60 114	61 364			
	Net S	44 679	45 812	46 941	48 073	49 202	50 334	51 484	52 630	53 782	54 930	56 076	57 227			
P-1	Gross	46 553	48 036	49 514	51 122	52 785	54 450	56 118	57 785	59 447	61 114					
	Net D	37 708	38 909	40 106	41 308	42 505	43 704	44 905	46 105	47 302	48 502					
	Net S	35 570	36 675	37 781	38 886	39 991	41 095	42 201	43 293	44 379	45 466					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

Annex II

Letters of appointment

(a) The letter of appointment shall state:

(i) That the appointment is subject to the provisions of the Staff Regulations and of the Staff Rules applicable to the category of appointment in question and to changes which may be duly made in such regulations and rules from time to time;

(ii) The nature of the appointment;

(iii) The date at which the staff member is required to enter upon his or her duties;

(iv) The period of appointment, the notice required to terminate it and period of probation, if any;

(v) The category, level, commencing rate of salary and, if increments are allowable, the scale of increments, and the maximum attainable;

(vi) Any special conditions which may be applicable;

(vii) That a temporary appointment does not carry any expectancy, legal or otherwise, of renewal. A temporary appointment shall not be converted to any other type of appointment;

(viii) That a fixed-term appointment, irrespective of the length of service, does not carry any expectancy, legal or otherwise, of renewal or conversion to any other type of appointment;

(b) A copy of the Staff Regulations and the Staff Rules shall be transmitted to the staff member with the letter of appointment. In accepting appointment the staff member shall state that he or she has been acquainted with and accepts the conditions laid down in the Staff Regulations and in the Staff Rules;

(c) The letter of appointment of a staff member on secondment from government service signed by the staff member and by or on behalf of the Secretary-General, and relevant supporting documentation of the terms and conditions of secondment agreed to by the Member State and the staff member, shall be evidence of the existence and validity of secondment from government service to the Organization for the period stated in the letter of appointment.

Annex III

Termination indemnity

Staff members whose appointments are terminated shall be paid an indemnity in accordance with the following provisions:

(a) Except as provided in paragraphs (b), (c), (d) and (e) below and in regulation 9.3, the termination indemnity shall be paid in accordance with the following schedule:

	Months of gross salary, less staff assessment, where applicable		
Completed years of service	*Temporary appointments for a fixed-term exceeding six months*	*Fixed-term appointments*	*Continuing appointments*
Less than 1	One week for each month of uncompleted service subject to a minimum of six weeks' and a maximum of three months' indemnity pay	One week for each month of uncompleted service subject to a minimum of six weeks' and a maximum of three months' indemnity pay	Not applicable
1			Not applicable
2			3
3			3
4			4
5			5
6		3	6
7		5	7
8		7	8
9	Not applicable	9	9
10		9.5	9.5
11		10	10
12		10.5	10.5
13		11	11
14		11.5	11.5
15 or more		12	12

(b) A staff member whose appointment is terminated for reasons of health shall receive an indemnity equal to the indemnity provided under paragraph (a) of the present annex reduced by the amount of any disability benefit that the staff member may receive under the Regulations of the United Nations Joint Staff Pension Fund for the number of months to which the indemnity rate corresponds;

(c) A staff member whose appointment is terminated for unsatisfactory service or who for disciplinary reasons is separated for misconduct other than by dismissal may be paid, at the discretion of the Secretary-General, an indemnity not exceeding one half of the indemnity provided under paragraph (a) of the present annex;

(d) No indemnity payments shall be made to:

(i) A staff member who resigns, except where termination notice has been given and the termination date agreed upon;

(ii) A staff member who has a temporary or a fixed-term appointment that is completed on the expiration date specified in the letter of appointment;

(iii) A staff member who is dismissed;

(iv) A staff member who abandons his or her post;

(v) A staff member who is retired under the Regulations of the United Nations Joint Staff Pension Fund;

(e) Personnel specifically engaged for conference and other short-term service, as consultants or as experts, and staff members who are locally recruited for service in established offices away from Headquarters may be paid termination indemnity if and as provided in their letters of appointment.

Annex IV

Repatriation grant

In principle, the repatriation grant shall be payable to staff members whom the Organization is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the United Nations, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Eligible staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General.

Years of continuous service away from home country	*Staff member with a spouse or dependent child at time of separation*	*Staff member with neither a spouse nor dependent child at time of separation*	
		Professional and higher categories	*General Service category*
	Weeks of gross salary, less staff assessment, where applicable		
1	4	3	2
2	8	5	4
3	10	6	5
4	12	7	6
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more	28	16	14

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Measures to eliminate international terrorism

Security Council
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Letter dated 27 January 2009 from the Permanent Representative of the Islamic Republic of Iran to the United Nations addressed to the Secretary-General

The Council of Foreign Ministers of the European Union, despite its own belief about and emphasis on the terrorist nature of the so-called Mujahideen-e-Khalq Organization (MKO), decided, on 26 January 2009, to remove the name of this notorious terrorist cult from the European Union's list of terrorist groups by invoking the judgement of the Court of First Instance of the European Court of Justice. By this move, the European Union has insulted and wounded the hearts of the bereaved families of more than 14,000 men, women and children who have fallen victim to the terrorist acts of this cult. The European Union decision has also put on display the selective approach and the double standards with which the European Union deals with the vicious menace of terrorism.

Given the requirements and the logic underpinning the international community's collective efforts to combat terrorism, including those stipulated in the relevant resolutions of the General Assembly and the Security Council, and given the numerous terrorist acts and crimes committed by this terrorist group, which persists in its violence-based behaviour and has made no changes in its terrorist nature or in its approaches that are based on brutal armed actions, the European Union was expected to refrain from making such an unacceptable decision and to maintain this terrorist cult in the European Union's list of terrorist groups. The European Union could have addressed any possible procedural requirements raised by the European Court of Justice and could have provided the Court with further pieces of solid legal documents that so abundantly and plentifully exist and clearly prove the terrorist nature of this cult.

By making this decision, the European Union should not only be accountable to the families of those who have fallen victim to the brutal terrorist acts of the said criminal cult in Iran and Iraq, but also bear the responsibility for the negative and harmful consequences that this decision will have in undermining the collective efforts of the international community in the fight against the atrocious threat of terrorism.

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The European Union should bear in mind that such politically motivated approaches in dealing with the menace of terrorism that threatens the lives and the security of all peoples of the globe is unacceptable, is absolutely rejected by international public opinion and will not in any way serve their purpose. Undoubtedly, this decision by the European Union, which has been taken based in narrow political motives, will not change the facts related to the criminal and terrorist nature of the MKO terrorist group, and cannot lead to forgetting the said terrorist group's criminal and terrorist acts in massacring innocent people, nor will it lead to exonerating these terrorists and criminals. Undoubtedly, the international community is fully aware of the terrorist nature of this despicable cult and will not ignore the terrorist threats posed by it.

The Islamic Republic of Iran condemns this decision of the European Union and wishes to remind the European Union of the negative consequences of this unreasonable decision, and stresses that it considers this action as an unwarranted and negative move that would adversely affect the international community's fight against terrorism, and calls upon the European Union to repeal this decision.

I would be grateful if you could have this letter circulated as a document of the General Assembly under agenda item 99, and of the Security Council.

(*Signed*) Mohammad **Khazaee**
Ambassador
Permanent Representative